

TRANSMITTAL SLIP		DATE
		7/18/76
TO: NOTE FOR THE FILE		
ROOM NO.	BUILDING	
REMARKS		
<p>According to card notation in the files of C/BAK/OP the information referred to on the attached flag was transferred to the Office of the Inspector General and the office of the Director of Security on 21 January 1965.</p>		
FROM: <i>D. J. Hunsicker</i> Hunsicker, C/FOIFE/OP		
ROOM NO.	BUILDING	EXTENSION

FORM NO. 241
1 FEB 55

REPLACES FORM 241-2 WHICH MAY BE USED.

(6)

-E-T

OF FILE

tation is on file with

Staff, Office of

Quarters Eye, extension

Hearing transcript and related papers

Other EYES ONLY material

**THIS MEMO MUST REMAIN
ON TOP OF FILE**

MCCORD, JAMES W., JR.

S-E-C-R-E-T

70 3577

31 AUG 1970

OF HQ 50-2 35 20A

70-4562

Mr. James W. McCord, Jr.
7 Winder Court
Rockville, Maryland 20850

Dear June:

As you bring to a close more than twenty-five years of service to your country, I want to join your friends and co-workers in wishing you well and hoping that you find the years ahead filled with enjoyment and satisfaction.

It takes the conscientious efforts of many people to do the important work of this Agency. You leave with the knowledge that you have personally contributed notably to our success in carrying out our mission. Your faithful and loyal support has measured up to the high ideals and traditions of the Federal Service.

May I express to you my appreciation and extend my best wishes for the years ahead.

Sincerely,
Richard Helms

Richard Helms
Director

Distribution:

- 0 - Addressee
- 1 - DDCI
- 1 - ER
- 1 - AC/EAB/CS
- 1 - D/Pers
- 1 - OPF
- 1 - ROB Soft File
- 1 - ROB Reader

Originator: /s/ H. B. Fisher
Director of Personnel

Concur: AC/EAB/CS

OP/RAD/ROB/MR Dameron/jat/3257 (17 August 1970)

ADMINISTRATIVE
INTERNAL USE ONLY

31 August 1970

MEMORANDUM FOR THE RECORD

SUBJECT: Retirement - James W. McCord, Jr.

1. The retirement of Subject, effected as a result of a memorandum from the Head of his Career Service stating that he is surplus to the needs of the Service and that his retirement will be recommended to the Director under the provisions of the CIA Retirement and Disability System pertaining to involuntary retirement, in no way implies an adverse action. Subject signed an application for retirement of his own volition in order to qualify for an immediate retirement annuity. The liberalized criteria for such separations was established by the Agency to parallel similar actions under the Civil Service Retirement System in accordance with FPM Letter No. 831-23, dated 10 December 1969.

2. Any inquiry received concerning the nature of the separation of Subject from the Agency should be confirmed simply as a retirement.


Francis G. Monan

Chief, Retirement Affairs Division

ADMINISTRATIVE
INTERNAL USE ONLY

SECRET

(When Filled In)

REQUEST FOR PERSONNEL ACTION						DATE PREPARED 2 July 1970			
1. SERIAL NUMBER 058124		2. NAME (Last-First-Middle) MC CORD, James W., Jr.							
3. NATURE OF PERSONNEL ACTION Retirement (Involuntary) Under CIA Retirement and Disability System				4. EFFECTIVE DATE REQUESTED MONTH DAY YEAR 08 31 70		5. CATEGORY OF EMPLOYMENT Regular			
6. FUNDS XX V TO V CF TO V		7. FINANCIAL ANALYSIS NO. CHARGEABLE 1271-0501		8. LEGAL AUTHORITY (if completed by Office of Personnel) PL 88-643 Sec. 235(a)					
9. ORGANIZATIONAL DESIGNATIONS DDS/Office of Security DD/Physical, Technical & Overseas Security Physical Security Division Office of the Chief				10. LOCATION OF OFFICIAL STATION Washington, D. C.					
11. POSITION TITLE Physical Security Officer			12. POSITION NUMBER 0070		13. CAREER SERVICE DESIGNATION SS				
14. CLASSIFICATION SCHEDULE (G.S., I.R., etc.) GS		15. OCCUPATIONAL SERIES 1810.07		16. GRADE AND STEP 15/49		17. SALARY GR. RATE 28236-28981			
18. REMARKS Subject's last working day will be 31 August 1970. See attached memos. Retirement is submitted pursuant to a request from the Head of the Security Career Service. <i>Includes on Agency Reserve List</i> <i>1152 Release and 170 Release and 2/20/70.</i> cc/CSB - Info cc/Payroll									
19A. SIGNATURE OF REQUESTING OFFICIAL			DATE SIGNED		19B. SIGNATURE OF SUPERVISOR/CLERK/PROV. OFFICER Edward K. O'Malley CIPB/ARTS/IOS		DATE SIGNED 2 July 70		
SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL									
19. ACTION CODE 45	20. EMPLOY CODE 10	21. OFFICE CODING NUMERIC ALPHABETIC		22. STATION CODE	23. INTEGRITY CODE	24. MOOTPS CODE 1	25. DATE OF BIRTH MO. DA. YR. 01 26 24	26. DATE OF GRADE MO. DA. YR.	27. DATE OF LES MO. DA. YR.
28. BTE EXPIRES MO. DA. YR.		29. SPECIAL REFERENCE 1-FC 2-ORCA 3-FICA 4-NONE	30. RETIREMENT DATA CODE		31. SEPARATION DATA CODE C.G.U.C.C.	32. CORRECTION/CANCELLATION DATA TYPE MO. DA. YR.		33. SECURITY RES. NO.	34. SER.
35. VET PREFERENCE CODE 0-NONE 1-5 PT 2-10 PT		36. SERV COMP. DATE MO. DA. YR.		37. LONG COMP. DATE MO. DA. YR.		38. CAREER CATEGORY CAR/RESV PROV/TEMP	39. FEGLI HEALTH INSURANCE CODE CODE 0-WAITER 1-YES		40. SOCIAL SECURITY NO.
41. PREVIOUS CIVILIAN GOVERNMENT SERVICE CODE 0-NO PREVIOUS SERVICE 1-NO BREAK IN SERVICE 2-BREAK IN SERVICE (LESS THAN 3 YEARS) 3-BREAK IN SERVICE (MORE THAN 3 YEARS)			42. LEAVE CAT. CODE	43. FEDERAL TAX DATA FORM EXECUTED CODE 1-YES 2-NO		44. STATE TAX DATA FORM EXECUTED CODE 1-YES 2-NO		45. SOCIAL SECURITY NO.	
45. POSITION CONTROL CERTIFICATION 8-21-70 noted ASIOS 2/20/70 C. G. U. C. C.						46. OFF. APPROVAL DATE APPROVED 20 July 70			

FORM 1152 3-67

USE PREVIOUS EDITION

SECRET

GROUP 1 EXCLUDED FROM AUTOMATIC DOWNGRADING AND DECLASSIFICATION

(4)

BSJ: 14 SEPT 70

NOTIFICATION OF PERSONNEL ACTION

1. SERIAL NUMBER 058124		2. NAME (LAST FIRST MIDDLE) MCCORD JAMES W JR	
3. NATURE OF PERSONNEL ACTION RETIREMENT-INVOLUNTARY-UNDER CIA RETIREMENT AND DISABILITY SYS-CORR		4. EFFECTIVE DATE 08 31 70	5. CATEGORY OF EMPLOYMENT REGULAR
6. FUNDS <input checked="" type="checkbox"/> V TO V <input type="checkbox"/> V TO CF <input type="checkbox"/> CF TO V <input type="checkbox"/> CF TO CF	7. FEDERAL AGENCY NO. CHANGING 1271 0501 0000		8. CSC OF OTHER LEGAL AUTHORITY PL 86-643 SEC 235A
	9. ORGANIZATIONAL DESIGNATIONS 10. LOCATION OF OFFICIAL STATION 		
11. POSITION TITLE PHYSICAL SEC OP		12. POSITION NUMBER 0070	13. SERVICE DESIGNATION SS
14. CLASSIFICATION SCHEDULE (GS, LB, OR...) GS	15. OCCUPATIONAL SERIES 1810.07	16. GRADE AND STEP 15 9	17. SALARY OR RATE 28989
18. REMARKS THIS ACTION CORRECTS FORM 1150 EFFECTIVE DATE 08/31/70 AS FOLLOWS: ITEM 16, GRADE AND STEP WHICH READ 15 8 TO READ 15 9; AND ITEM 17, SALARY OR RATE WHICH READ 28225 TO READ 28989.			
SIGNATURE OR OTHER AUTHENTICATION			

BSJ: 27 AUG 70

OEF				NOTIFICATION OF PERSONNEL ACTION			
1. SERIAL NUMBER		2. NAME (LAST FIRST MIDDLE)					
058124		MCCORD JAMES W JR					
3. NATURE OF PERSONNEL ACTION				4. EFFECTIVE DATE		5. CATEGORY OF EMPLOYMENT	
RETIREMENT-INVOLUNTARY-UNDER CIA RETIREMENT AND DISABILITY SYSTEM				08 31 70		REGULAR	
6. FUNDS		7. Financial Analysis No. Chargeable		8. CSC OR OTHER LEGAL AUTHORITY			
X		1271 0501 0000		PL 88-643 SEC 235A			
9. ORGANIZATIONAL DESIGNATIONS				10. LOCATION OF OFFICIAL STATION			
OFFICE OF THE CHIEF				SECTION 2355A			
11. POSITION TITLE				12. POSITION NUMBER		13. SERVICE DESIGNATION	
PHYSICAL SEC OF				0070		SS	
14. CLASSIFICATION SCHEDULE (GS, LB, etc.)		15. OCCUPATIONAL SERIES		16. GRADE AND STEP		17. SALARY OR RATE	
GS		1810.07		15 8		28226	
18. REMARKS							
SIGNATURE OR OTHER AUTHENTICATION							

ADMINISTRATIVE - INTERNAL USE ONLY

1 September 1970

MEMORANDUM FOR: Mr. James W. McCord, Jr.
THROUGH : Deputy Director for Support
THROUGH : Director of Security
SUBJECT : Certificate of Distinction

1. The Honor and Merit Awards Board is pleased to notify you that the award named above will be conferred on you in recognition of the excellent service you have rendered this Agency. Security considerations relevant to the award are explained in the attached memorandum from the Office of Security.

2. The award will be presented to you at a ceremony to be held in the near future. Members of your family, Agency associates, and intimate friends who are aware of your Agency affiliation may attend the ceremony.

3. Invitations to the ceremony will be extended by the Secretariat, Honor and Merit Awards Board, Office of Personnel, extension 3645. Please send to that office the names and phone numbers of the guests you would like to have invited, and indicate any dates on which you would not be available for such a ceremony.

/Sgd/ Robert M. Gaynor

ROBERT M. GAYNOR
Recorder
Honor and Merit Awards Board

Distribution:

Orig - Addressee
1 - D/S
1 - D/Pers Reader Chrono/OPF
1 - Sec't, HMAB
1 - Recorder, HMAB

ADMINISTRATIVE - INTERNAL USE ONLY

REPORT OF HONOR AND MERIT AWARDS BOARD				DATE 11 August 1970	
The Honor and Merit Awards Board having considered a recommendation that:					
OFFICIAL OR ID NO.	NAME (Last-First-Middle)	BIRTHYEAR	SEX	TYPE EMPLOYEE	
	McCord, James Walter, Jr.	1924	M		
OFFICE OF ASSIGNMENT	SO	SCHEMATIC GRADE	STATION		
DDS/OS		GS-15			
RE AWARDED					
Certificate of Distinction					
<input type="checkbox"/> FOR HEROIC ACTION ON					
<input checked="" type="checkbox"/> FOR MERITORIOUS SERVICE OR ACHIEVEMENT DURING THE PERIOD Aug 1951 - Present					
<input checked="" type="checkbox"/> RECOMMENDS APPROVAL			<input type="checkbox"/> DOES NOT RECOMMEND APPROVAL		
<input type="checkbox"/> RECOMMENDS AWARD OF					
UNCLASSIFIED CITATION					
<p>Mr. James W. McCord, Jr., is hereby awarded the Certificate of Distinction in recognition of his exemplary performance of duty for over nineteen years. In a variety of assignments, both domestic and abroad, Mr. McCord has displayed unusual imagination, ingenuity, and effectiveness in accomplishing his assigned tasks. His achievements in the fields of audio-countermeasure techniques and physical and technical security are particularly noteworthy and represent a marked contribution to the mission of the Agency. His professionalism in the conduct of his work upholds the best traditions of service and reflects great credit on him and the Office of Security.</p>					
(Recommendation approved by DD/S on 23 July 1970)					
REMARKS					
APPROVED			SIGNATURE		
R. E. Cushman, Jr. DIRECTOR OF CENTRAL INTELLIGENCE 25 AUG 1970 DATE			/s/ Robert S. Wattles TYPED NAME OF CHAIRMAN, HONOR AND MERIT AWARDS BOARD ROBERT S. WATTLES SIGNATURE Signed Original TYPED NAME OF RECORDER ROBERT M. GAYNOR		

SECRET

CERTIFICATION OF SEPARATING EMPLOYEE

Name (Last-First-Middle)

McCord James W.

MEMORANDUM FOR THE RECORD - ATTACH TO OFFICIAL PERSONNEL FOLDER

I hereby acknowledge the receipt of the following forms and/or information concerning my separation from CIA as indicated by check mark:

1. Standard Form 8 (Notice to Federal Employee about Unemployment Compensation).

/ 2. Standard Form 55 (Notice of Conversion Privilege, Federal Employees' Group Life Insurance).

3. Standard Form 56 (Agency Certification of Insurance Status, Federal Employers' Group Life Insurance Act of 1954).

4. Standard Form 2802 (Application for Refund of Retirement Deductions).

/ 5. Form 2595 (Authorization for Disposition of Paychecks).
NO CHANGE

6. Applicable to returnee (resignee from overseas assignment).
I have been advised of my right to have a medical examination before my separation from this Agency and of the importance of such a medical check to my health and well-being.
 Appointment arranged with Office of Medical Services.
 Appointment for Office of Medical Services examination declined.

7. I have been informed of "conflict of interests" policy of the Agency and foresee no problem in this regard concerning my new employment.

8. Form 71 (Application for Leave).

9. CSC Pamphlet 51 (Re-employment Rights of Federal Employees Performing Armed Forces Duty).

10. Instructions for returning to duty from Extended Leave or Active Military Service.

Signature of Employee

James W. McCord

Date Signed

Aug 31 70

Address (Street, City, State, Zip Code)

7 Windsor Court Rockville, Maryland

Correspondence

Overt

Covert

SECRET

SECRET

10 AUG 1970

MEMORANDUM FOR : Mr. James W. McCord, Jr.
THROUGH : Head of SS Career Service
SUBJECT : Notification of Approval of
Involuntary Retirement

1. This is to inform you that the Director of Central Intelligence has approved the recommendation of your Career Service that you be involuntarily retired under the CIA Retirement and Disability System.

2. Your retirement will become effective 31 August 1970. Your annuity will commence as of 1 September 1970 and is payable on 1 October 1970. You may be assured that every effort will be made to expedite delivery of your first check following completion of the administrative details necessary to process your retirement.

3. You will receive a lump-sum payment for your accrued annual leave up to 30 days or for whatever amount of leave credit you carried over from the last leave year if that amount is more than 30 days.

/s/ Robert S. Wattlee

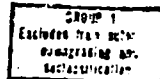
Robert S. Wattlee
Director of Personnel

Distribution:

- 0 - Addressee
- 1 - D/Pers
- 1 - OPF
- 1 - ROB Soft File
- 1 - ROB Reader

OP/RAD/ROB/MRDameron:dam/3257 (10 Aug 70)

SECRET



SECRET

20 JUL 1970

MEMORANDUM FOR: Chief, Official Cover Branch, Central Cover Staff, DD/P

THROUGH : Chief, Administration and Training Staff, OS

SUBJECT : Summary of Agency Employment - James W. McCord, Jr.

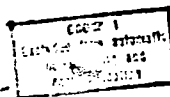
REFERENCE : Memorandum to Chief, Administrative Staff/ OS from C/OCB/CCS, dated 14 July 1970, Subject, James W. McCord, Jr.

Attached hereto is a summary of Agency Employment for Mr. James W. McCord, Jr., who is retiring 31 August 1970.

James P. O'Connell
James P. O'Connell
Deputy Director of Security (PTOS)

Att.

SECRET



SECRET

SUMMARY OF AGENCY EMPLOYMENT

JAMES W. MCCORD, JR.

Service with the Central Intelligence Agency began on 22 August 1951 and continued through 31 August 1970. During his career there was a variety of assignments involving investigations, research and report writing, technical and physical security programs and a two year tour overseas.

As an investigator during the first two years of employment, there was wide involvement in a variety of support activities requiring initiative and ingenuity.

During the seven years engaged in research and report writing, there was much independence of action and success depended on initiative, imagination and resourcefulness in pioneering new areas of interest. Beginning in May 1957, managerial responsibilities began with appointment to a Deputy Chief position of a research staff of some six professional and clerical personnel.

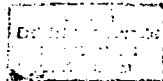
When serving overseas, responsibilities were managerial in nature as Chief of a regional staff of some ten professional and clerical personnel providing a full spectrum of security support.

From August 1964 to June 1965 he attended the Air War College as representative of the Agency.

Since 1965 two vital line positions were held involving the Agency's programs in the technical and physical security fields.

In heading up the technical security division, from 1965 to 1968, he had primary supervisory responsibility for some 40 professional and clerical personnel, preparing the budget and programs for the Agency's technical security program, and managing the obligating of authorized funding to assure that approved programs and goals were met. He was instrumental in guiding the development of new approaches, in establishing new training concepts and in bringing the Agency to a position of recognized leadership in this field.

SECRET



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Since October 1968, as Chief of a division responsible for the Agency's physical security program he had primary responsibility for the supervision of some 70 professional and clerical personnel, together with the programming, budgeting and implementing of the total physical security program of the Agency. As a result of his technological experience, he developed and implemented physical security programs which produced for the Agency a physical security posture of pre-eminent quality within the US Government.

SECRET

SECRET

18 June 1970 A-38

REQUEST FOR PERSONNEL ACTION										DATE PREPARED					
1 SERIAL NUMBER 058124										2 NAME (Last-First-Middle) MCCORD, JAMES W., JR.		18 June 1970			
3 NATURE OF PERSONNEL ACTION DESIGNATION AS A PARTICIPANT IN THE CIA RETIREMENT AND DISABILITY SYSTEM						4 EFFECTIVE DATE REQUESTED MONTH DAY YEAR 06 28 70			5 CATEGORY OF EMPLOYMENT REGULAR						
6 FUNDS X V TO V CF TO V				7 COST CENTER NO. CHARGEABLE 0271 0501		8 LEGAL AUTHORITY (Completed by Office of Personnel) PL 88-643 Sect. 203									
9 ORGANIZATIONAL DESIGNATIONS DDS/SECURITY						10 LOCATION OF OFFICIAL STATION WASHINGTON, D. C.									
11 POSITION TITLE						12 POSITION NUMBER		13 CAREER SERVICE DESIGNATION SS							
14 CLASSIFICATION SCHEDULE (GS, LB, etc.)				15 OCCUPATIONAL SERIES		16 GRADE AND STEP 15		17 SALARY OR RATE \$							
18 REMARKS															
18A. SIGNATURE OF REQUESTING OFFICIAL				DATE SIGNED		18B. SIGNATURE OF CAREER SERVICE APPROVING OFFICER				DATE SIGNED					
SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL															
19. ACTION CODE	20 EMPLOY CODE	21 OFFICE CODING NUMERIC ALPHABETIC		22 STATION CODE	23 INTEGREE CODE	24. MOOTRS CODE	25 DATE OF BIRTH MO. DA. YR.			26. DATE OF GRADE MO. DA. YR.			27 DATE OF LEI MO. DA. YR.		
28. WTE EXPIRES MO. DA. YR.		29 SPECIAL REFERENCE	30 RETIREMENT DATA 1-CSE 2-FICA 3-NONE COGR 2		31 SEPARATION DATA CODE	32 CORRECTION CANCELLATION DATA TYPE MO. DA. YR.			33 SECURITY REG. NO.			34 SER			
35 VET. PREFERENCE CODE 0-NONE 1-5 PT 2-10 PT		36 SEVY COMP. DATE MO DA. YR.		37 LONG COMP DATE MO DA. YR.		38 CAREER CATEGORY CAR RESV PROV. EMP		39 FEGLI, HEALTH INSURANCE CODE CODE 0-WAIVER 1-YES		40 SOCIAL SECURITY NO.					
41. PREVIOUS GOVERNMENT SERVICE DATA CODE 0-NO PREVIOUS SERVICE 1-NO BREAK IN SERVICE 2-BREAK IN SERVICE (LESS THAN 3 YEARS) 3-BREAK IN SERVICE (MORE THAN 3 YEARS)				42 LEAVE CAT CODE	43. FEDERAL TAX DATA FORM EXECUTED CODE NO. TAX EXEMPTIONS 1-YES 2-NO				44 STATE TAX DATA FORM EXECUTED CODE HEALTH INS. CODE 1-YES 2-NO						
45 POSITION CONTROL CERTIFICATION						46 OP APPROVAL 7-6-70 mw				DATE APPROVED 27 JUN 70					

FORM 1152 USE PREVIOUS EDITION

OP-1 1-66

SECRET

GROUP 1 EXCLUDED FROM AUTOMATIC DOWNGRADING AND DECLASSIFICATION

70-3527

31 AUG 1970

70-4562

05' H9 50 S 95 004

Mr. James W. McCord, Jr.
7 Winder Court
Rockville, Maryland 20850

Dear Jim:

As you bring to a close more than twenty-five years of service to your country, I want to join your friends and co-workers in wishing you well and hoping that you find the years ahead filled with enjoyment and satisfaction.

It takes the conscientious efforts of many people to do the important work of this Agency. You leave with the knowledge that you have personally contributed notably to our success in carrying out our mission. Your faithful and loyal support has measured up to the high ideals and traditions of the Federal service.

May I express to you my appreciation and extend my best wishes for the years ahead.

Sincerely,
Richard Helms

Richard Helms
Director

Distribution:

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- 1 - ROB Reader

Originator: /s/ H. B. Fisher 27 AUG 1970
Director of Personnel

Concur: AC/EAB/CS 27 AUG 1970

CP/RAD/ROB/MRDameron:jat/3257 (19 August 1970)

SECRET

81 JUL 1970

MEMORANDUM FOR : Director of Central Intelligence

SUBJECT : Recommendation for Involuntary Retirement -
Mr. James W. McCord, Jr.

REFERENCE : Memorandum for Mr. James W. McCord, Jr.
from Director of Security dated 30 June
1970, same subject

1. This memorandum submits a recommendation for your approval; this recommendation is contained in paragraph 4.

2. Mr. James W. McCord, Jr., GS-15, Physical Security Officer, Office of Security, Support Services, has been recommended for involuntary retirement under the provisions of Headquarters Regulation 20-50m. The purpose of this proposed retirement, to which Mr. McCord is agreeable, is to assist the Office of Security to reduce its personnel surplus. If such retirement is approved, Mr. McCord requests an effective date of 31 August 1970.

3. Mr. McCord has been designated a participant in the CIA Retirement and Disability System and will meet the technical requirements for involuntary retirement under the System prior to the effective date requested. He is 46 years old and will complete 25 years of Federal service on 21 August 1970. This service includes over 19 years with the Agency of which 5 years were in qualifying service. The CIA Retirement Board has recommended that his involuntary retirement be approved.

4. It is recommended that you approve the involuntary retirement of Mr. James W. McCord, Jr. under the provisions of Headquarters Regulation 20-50m.

/s/ Robert S. Wattles

Robert S. Wattles
Director of Personnel

The recommendation contained in paragraph 4 is approved:

/s/ Richard Helms

Director of Central Intelligence

9 AUG 1970

Date

SECRET

REQUEST AND AUTHORIZATION FOR ACTIVE DUTY TRAINING/ACTIVE DUTY TOUR

TO: HQ COMD USAF (PRP) FROM: HQ COMD USAF (PRP-A)

BY DIRECTION OF THE PRESIDENT BY ORDER OF THE SECRETARY OF THE AIR FORCE

3. GRADE, LAST NAME, FIRST, MIDDLE INITIAL, AFSN LT COLONEL MC CORD, JAMES W. JR. 453-22-4741 5. PARSC 8011

4. PRESENT ADDRESS 7 Winder Court Rockville, Maryland 20850 9. ON FLYING STATUS YES NO Aircraft Observer

7. IS ORDERED TO ACTIVE DUTY FOR 2 DAYS PLUS REQUIRED TRAVEL TIME 8. PURPOSE (Type) ANNUAL TOUR SCHOOL TOUR SPECIAL TOUR OF ACQUAINTANCE SPECIAL TOUR OF AD

9. RECEIVE ASSIGNMENT HQ USAF (AFSS-FE) Washington, DC 10. UNIT OF ATTACHMENT

11. INDIVIDUAL WILL REPORT TO JOHN F. KENNEDY CENTER FOR SPECIAL WARFARE (A) Student Dormitory, Bldg D-3601, Reilly Street and Bastogne Drive, Ft Bragg, North Carolina 28308

HOUR	DAY	MONTH	YEAR
NLT 0800	19	Jan	70
	30	Jan	70

12. INDIVIDUAL WILL BE RELEASED FROM ORGANIZATION ATTACHED/ASSIGNED FOR ACTIVE DUTY TRAINING ON

13. INDIVIDUAL IS NOT AUTHORIZED TO PARTICIPATE IN FLYING ACTIVITIES DURING THE PERIOD OF ACTIVE DUTY COVERED BY THIS ORDER 14. AUTHORITY - AFM 35-3

15. INDIVIDUAL WILL PROTECT FROM PRESENT ADDRESS IN SUFFICIENT TIME TO COMPLY WITH REPORTING TIME AND DATE.

16. MODES OF TRANSPORTATION AUTHORIZED DIRECTED MILITARY AIRCRAFT AIRCRAFT COMMERCIAL RAIL

17. PCS, TON, PAY, ALLOWANCES, AND TRAVEL CHARGEABLE TO: PAY & ALWS: 5703700 500 4261 P 723.01 (P&A) 5594700

18. REMARKS TRAVEL & PER DIEM: 5703700 500 6262 P 723.07 40861 40961 5668100 Security Clearance - TOP SECRET Training Category - D Pay Group - D For period of this active duty only, mbr and dependents authorized Commissary (Para 1a, AFR 145-15), Base Exchange (Para 3-8a(1), AFR 147-14) & Base Theater (Para 3-10, AFR 34-32) privileges.

19. DATE 16 Dec 69 21. APPROVING OFFICIAL (Typed Name and Grade) E. E. THAYER, GS-12

20. PHONE NO. 4579/4279 22. SIGNATURE E. E. Thayer

23. RESIGNATION AND LOCATION OF HEADQUARTERS DEPARTMENT OF THE AIR FORCE HEADQUARTERS, HEADQUARTERS COMMAND USAF BOLLING AIR FORCE BASE, DC 20332

24. RESERVE ORDER NO. A - 2073 25. DAY 16 Dec 69

FOR THE COMMANDER

27. DISTRIBUTION 15 - Individual 1 - Indi Pers Rec 2 - Unit of Asgmt 2 - Unit of Atch 2 - ARPC, 3800 York St, Denver, CO 80205 2 - HQ AFRES (CAFO), Dobbins AFB, GA 30060 1 - Recrds Set 35 - Reserve Personnel

28. SIGNATURE ELEMENT OF ORDERS AUTHENTICATING OFFICIAL E. E. Thayer E. E. THAYER Asst Director for Administration

MC CORD, James

(9-13011)

10 March 1969

MEMORANDUM FOR: Mr. John W. Coffey

I want to express my appreciation to you personally and through you to Howard Osborn and the other of your associates who contributed so effectively to the visit of the President on Friday. The arrangements were flawless; the security first-class without being intrusive. I am well aware of the amount of work and planning which went into the successful outcome. I particularly want to commend the good sense and judgment which prevailed throughout. It is easy to push people around. It is difficult to take proper precautions and at the same time make everyone feel as though it were his or her party. Thank you very much. Well done!

RM
Richard Helms
Director

cc: Acting Executive Director

SECRET

James McCord

10 March 1969

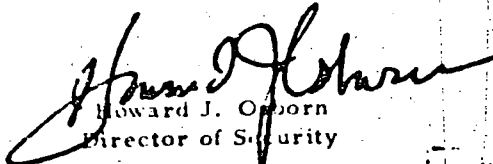
MEMORANDUM FOR: DD/PTOS

SUBJECT: Security Support During
President Nixon's Visit

1. I have received numerous and highly complimentary comments from the Director, the Executive Director and the Acting Deputy Director for Support for the role this Office played during the visit of President Nixon to the Agency on 7 March 1969. In addition, Mr. Don Gautreau, the Secret Service Agent responsible for protective measures during the visit, told me that he had never met a more highly professional group of personnel than our Security officers. He was impressed with the comprehensive coverage inherent in our protective measures.

2. Our performance on Friday was smooth, efficient and effective and once more is a tribute to our ability to rise to any occasion. This is possible only because of the quality of the effort put forth by each Security Officer who participated. I am very proud of all of you and I would like to particularly commend Jim McCord, [redacted] and [redacted] for the work they did in planning our role in the ceremonies. Equally impressive was the performance of [redacted] and his people in the provision of audio coverage of the event.

3. I would like to have copies of this memorandum placed in the official Personnel File of every individual who participated in making this event such a great success.


Howard J. Osborn
Director of Security

SECRET

SECRET

(When filled in)

REQUEST FOR PERSONNEL ACTION

DATE PREPARED

2 October 1968

1 SERIAL NUMBER 058124	2 NAME (Last-First-Middle) MC CORD, James W., Jr.	4 EFFECTIVE DATE REQUESTED MONTH: 10 DAY: 15 YEAR: 68	5 CATEGORY OF EMPLOYMENT Regular
3 NATURE OF PERSONNEL ACTION Reassignment		7 FINANCIAL ANALYSIS NO. CHARGEABLE 9271-0501	8 LEGAL AUTHORITY (Completed by Office of Personnel)
6 FUNDS <input checked="" type="checkbox"/> V TO V <input type="checkbox"/> V TO CP <input type="checkbox"/> CP TO V <input type="checkbox"/> CP TO CP			

9 ORGANIZATIONAL DESIGNATIONS DDE/Office of Security DI/Physical, Technical & Overseas Security Physical Security Division Office of the Chief		10 LOCATION OF OFFICIAL STATION Washington, D. C.	
11 POSITION TITLE Physical Security Officer		12 POSITION NUMBER 0070	13 CAREER SERVICE DESIGNATION 88
14 CLASSIFICATION SYMBOL (GS, FS, AS)	15 OCCUPATIONAL SERIES 1810.07	16 GRADE AND STEP 15/7 S	17 SALARY OF RATE \$21,192 = 24,393

18 REMARKS
From: DDE/Office of Security/Technical Division/Office of the Chief - #0642

CC: Payroll

19A SIGNATURE OF REQUESTING OFFICIAL	DATE SIGNED	19B SIGNATURE OF SUPERVISOR APPROVING OFFICER <i>Edward K. O'Malley</i> Edward K. O'Malley, C/FR/AS/OS 10/3/68	DATE SIGNED
--------------------------------------	-------------	---	-------------

SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL

19 ACTION CODE 3770	20 EMPLOY CODE 0040	21 OFFICE CODING NUMERIC: 0000 ALPHABETIC: 0000	22 STATION CODE 0000	23 VITACODE CODE 0000	24 MOBILE CODE 0000	25 DATE OF BIRTH MO: 05 DA: 15 YR: 1924	26 DATE OF GRADE MO: 10 DA: 15 YR: 68	27 DATE OF LSI MO: 10 DA: 15 YR: 68
28 WTE EXPERT MO: 10 DA: 15 YR: 68	29 SPECIAL EXPERIENCE 1-YES 2-ORGR 3-ILLS 4-OWR	30 RETIREMENT DATA CODE: 0000	31 SEPARATION DATA CODE	32 CORRECTION CANCELLATION DATA TYPE: 0000 MO: 10 DA: 15 YR: 68	EOD DATA →		33 SECURITY REG NO.	34 SEX
35 NET PREFERENCE CODE: 0000	36 SERV COMP DATE MO: 10 DA: 15 YR: 68	37 LONG COMP DATE MO: 10 DA: 15 YR: 68	38 CAREER CATEGORY CAR RES: 0000 PROB TEMP: 0000	39 FEGLI HEALTH INSURANCE CODE: 0000 S. DRIVER: 0000 HEALTH INS. CODE: 0000	40 SOCIAL SECURITY NO.			
41 PERIODS CIVILIAN GOVERNMENT SERVICE CODE: 0000		42 LEAVE CAT CODE: 0000	43 FEDERAL TAX DATA POLA EXEMPTION CODE: 0000 NO. TAX EXEMPTIONS: 0000		44 STATE TAX DATA FORM EXECUTED: 0000 NO. TAX STATE CODE: 0000			

45 POSITION CONTROL CERTIFICATION 10-4-68	46 O P APPROVAL <i>[Signature]</i>	DATE APPROVED 1 Oct 68
---	---------------------------------------	----------------------------------

SECRET

GROUP 1 EXCLUDED FROM AUTOMATIC DOWNGRADING AND DECLASSIFICATION



TREASURY DEPARTMENT
UNITED STATES SECRET SERVICE

OFFICE OF THE DIRECTOR

WASHINGTON, D.C. 20226

September 5, 1968

Mr. Howard J. Osborn
Director of Security
Central Intelligence Agency
Washington, D. C.

Dear Mr. Osborn:

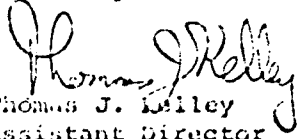
This letter is in appreciation for the valuable assistance provided by your office during the Republican National Convention at Miami Beach, Florida.

I would particularly like to commend James W. McCord and the following members of his Division:

[Redacted]

Their dedication and outstanding degree of technical competence contributed immeasurably to the success of our mission.

Sincerely,


Thomas J. Willey
Assistant Director

CONFIDENTIAL

NATIONAL COMMUNICATIONS SYSTEM
OFFICE OF THE MANAGER
WASHINGTON, D.C. 20305



IN REPLY REFER TO:
NCS-EO

21 NOV 1967

Mr. Howard Osborn
Director of Security
Central Intelligence Agency
Washington, D. C. 20505

Dear Mr. Osborn:

On 8 November 1967, Messrs. James McCord, [redacted] and [redacted] of your agency provided a most interesting and informative briefing on the subject, "Audio Threat by the Communist Block". Included in this presentation was the display of the latest electronic techniques and technical developments in the area of audio threat.

This presentation was most enlightening and proved to be of keen interest to the Agency NCS Representatives, staff members of the Office of the Manager, NCS and selected key personnel of the Defense Communications Agency.

We very much appreciate the availability of the above mentioned personnel and I should like to commend them on their excellent manner of presentation and thorough knowledge of the subject matter.

Copy to:
Mr. Georgia

I. R. Obenchain, Jr.
I. R. OBENCHAIN, JR.
Brigadier General, USA
Assistant Deputy Manager,
National Communications System

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DECLASSIFICATION AND DOWNGRADING
DOES NOT APPLY

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SECRET

ROUTING AND RECORD SHEET

SUBJECT: (Optional)

Commendation for Messrs. [redacted] James McCord
and their Assistants.

FROM:

Acting Director of Security
Room 4E60.

6777

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

DATE

OFFICER'S INITIALS

COMMENTS (Number each comment to show from whom to whom. Do not use across columns after each comment.)

1. DD/PTOS

22 APR 67

[Handwritten initials]

It is a pleasure to commend Messrs. [redacted] James McCord and their Assistants for the fine support they rendered as indicated in the attached letter. Such commendations reflect a high degree of professionalism.

2. *Ch. Tech. Dir.*

4/30

[Handwritten initials]

3. *Ch. Phys. Sec. Dir.*

4/6

[Handwritten initials]

4. *ASPS*

4/6

[Handwritten initials]

5. *[Handwritten initials]*

4/6

[Handwritten initials]

Acting Director of Security
21 AUG 1967

Handwritten note:
This work!
[Signature]

12. *STARTS*

Please document the appropriate files in APTS and the Office of Personnel.

FORM 610

SECRET

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Executive Reg. 1.2
10/1/67

NATIONAL SECURITY AGENCY
Office of The Director
Fort George G. Meade, Maryland, 20755

12 August 1967

DD/S 67-4161

Honorable Richard M. Helms
Director of Central Intelligence
Washington, D. C. 20505

Dear Dick:

I want to thank you for the technical security demonstration recently presented to me by Howie Osborn and members of his staff. We are very conscious of the subject and welcome opportunities to be kept up-to-date on the state-of-the-art.

I would appreciate your also conveying my personal thanks to Messrs [redacted] James McCord, and their assistants, not only for the high degree of professionalism which they demonstrated during the session here but also for their continued advice and assistance to my security organization. I am sure you join me in encouraging continued close liaison of this type.

Faithfully yours,




MARSHALL S. CARTER
Lieutenant General, U. S. Army
Director

SECRET

8 March 1966

MEMORANDUM FOR: Mr. James W. McCord, Jr.
THROUGH : Head of SS Career Service
SUBJECT : Notification of Non-eligibility for Designation as a Participant in the CIA Retirement and Disability System.

1. As you may know, we are in the process of reviewing the employment history and current career field of all employees in the Agency to identify those who are eligible for designation as a participant in the new CIA Retirement and Disability System. In this process, the initial review of each case is made by the individual's Career Service. If the Head of his Career Service nominates him for participation in the system, this nomination is reviewed by the CIA Retirement Board which recommends final action to me. However, if the Head of the Career Service advises that the employee does not meet the basic requirements of HR 20-50 for participation, I have accepted this finding without further review by the CIA Retirement Board. This practice has been adopted in the interest of expediting this screening process so that those employees who are eligible to participate in the system may be designated participants as soon as possible.
2. In your case, the Head of your Career Service has advised me that you do not meet the requirements of HR 20-50 for designation as a participant, and I have accordingly made the formal determination required by the regulation that you are not eligible for designation. From a review of your record it appears that the decision of your Career Service was based upon the fact that you do not have sufficient time prior to completing 15 years of service with the Agency in which you could complete a minimum of 60 months of qualifying service as required by regulation. My determination that you are not eligible at this time for designation in no way affects your current status under the Civil Service Retirement System, nor does it preclude reconsideration of your eligibility to participate in the CIA System if you should meet the requirements for designation in the future.
3. Should you desire further information concerning the requirements for designation as a participant in the CIA Retirement System, I suggest that you read paragraph e of HR 20-50 and paragraph 5 of the Employee Bulletin dated 30 July 1965, entitled "Public Law 88-643, The Central Intelligence Agency Retirement Act of 1964 for Certain Employees."
4. It is always possible that the records upon which the determination made in your case may have been incomplete or inaccurate regarding your actual employment history with the Agency. If, after studying the materials cited above, you have questions regarding the determination that you are not eligible to participate in the CIA Retirement System, please feel free to contact officials of your Career Service. They are familiar with the details of your case and will gladly discuss them with you. In addition, you may wish to discuss your case with the CIA Retirement Staff located in Room 6E-1319 Headquarters (extension 6001). If such discussions do not resolve any questions you have regarding your eligibility, you may request that your case be formally considered by the Board. However, this request must be made within 30 days of the date of this memorandum.


Emmett D. Echols
Director, Personnel

SECRET

GROUP 1
EXCLUDED FROM AUTOMATIC DOWNGRADING
AND DECLASSIFICATION

SECRET

20 July 1965

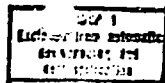
MEMORANDUM FOR: Chief, A&TS
SUBJECT : McCORD, James W., Jr.
(Educational Matter)

Attached is a letter from George Washington University showing the completion of the requirements for the degree of Master of Science in International Affairs. I understand this would be of interest to the Training and Personnel Branches for their files.

James W. McCord Jr.
James W. McCord, Jr.
Chief, Technical Division

Attachment:
As Stated Above

SECRET





THE GEORGE WASHINGTON UNIVERSITY
WASHINGTON, D. C. 20008

THE COLLEGE OF GENERAL STUDIES

July 7, 1965

Mr. James W. McCord, Jr.
Air War College
Maxwell AFB, Ala.

Dear Mr. McCord,

I am happy to inform you that you have passed satisfactorily the Comprehensive Examination for candidates seeking the degree of Master of Science in International Affairs.

Congratulations!

Very truly yours,

James G. Bacon
for Grover L. Angel
Dean

cc: CGS File
Registrar # 183595

SECRET

(If Not Filled In)

REQUEST FOR PERSONNEL ACTION

DATE PREPARED

15 July 1965

1 SERIAL NUMBER 058124	2 NAME (Last-First-Middle) MC COND, James W., Jr.
---------------------------	--

3 NATURE OF PERSONNEL ACTION REASSIGNMENT		4 EFFECTIVE DATE, REQUESTED MONTH DAY YEAR 07 1 65	5 CATEGORY OF EMPLOYMENT REGULAR
6 FUNDS X	V TO V	V TO O	7 COST CENTER NO. CHARGE 0271-0208
	O TO V	O TO O	8 LEGAL AUTHORITY (Completed by Office of Personnel)

9 ORGANIZATIONAL DESIGNATIONS DUS/OFFICE OF SECURITY TECHNICAL DIVISION OFFICE OF THE CHIEF	10 LOCATION OF OFFICIAL STATION WASHINGTON, D. C.
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11 POSITION TITLE ELECT ENG - AUTO SUPP (15)	12 POSITION NUMBER 0642	13 CAREER SERVICE DESIGNATION SS
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14 CLASSIFICATION SCHEDULE (GS, FE, etc.) GS	15 OCCUPATIONAL SERIES 0855.21	16 GRADE AND STEP 15 5	17 SALARY OR RATE \$ 18,740
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18 REMARKS

18A SIGNATURE OF REQUESTING OFFICIAL	DATE SIGNED	DATE SIGNED 7/16/65
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SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL

19. ACTION CODE 37	20. EMPLOY CODE 10	21. OFFICE CODING NUMERIC: 16360 ALPHABETIC: DDC	22. STATION CODE 75213	23. INTEGRITY CODE	24. INDICES CODE 1	25. DATE OF BIRTH MO. DA. YR. 01 26 24	26. DATE IN GRADE MO. DA. YR.	27. DATE OF LEI MO. DA. YR.
28. HIE EXPIRES MO. DA. YR.	29. SPECIAL REFERENCE	30. RETIREMENT DATA 1-CSC 3-FICA 5-NONE	31. SEPARATION DATA CODE	32. CORRECTION/CANCELLATION DATA TYPE MO. DA. YR.	EOD DATA		33. SECURITY REQ. NO.	34. SCR
35. VET. PREFERENCE CODE 0-NONE 1-5 PT. 2-10 PT.	36. SERV. COMP. DATE MO. DA. YR.	37. LONG COMP. DATE MO. DA. YR.	38. CAREER CATEGORY CODE	39. FEGLI/HEALTH INSURANCE CODE 0-WAIVER 1-YES HEALTH INS. CODE	40. SOCIAL SECURITY NO.			
41. PREVIOUS GOVERNMENT SERVICE DATA CODE 0-NONE 1-NO BREAK IN SERVICE 2-BREAK IN SERVICE (LESS THAN 3 YEARS) 3-BREAK IN SERVICE (MORE THAN 3 YEARS)			42. LEAVE CAT. CODE	43. FEDERAL TAX DATA FORM EXECUTED CODE NO. TAX EXEMPTIONS 1-YES 2-NONE		44. STATE TAX DATA FORM EXECUTED CODE NO. TAX EXEMP. STATE CODE 1-YES 2-NONE		

45. POSITION CONTROL CERTIFICATION 7/21/65 DMW	46. O.P. APPROVAL DATE APPROVED 7/23/65
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SECRET

GROUP 1 EXCLUDED FROM AUTOMATIC DOWNGRADING AND DECLASSIFICATION

9432

A37

SECRET

FORM NO. 1-11-64 (Rev. 1-64)

REQUEST FOR PERSONNEL ACTION

DATE PREPARED

20 August, 1964

1. SERIAL NUMBER 058124		2. NAME (Last-First-Middle) McCord, James W., Jr.			3. NATURE OF PERSONNEL ACTION REASSIGNMENT AND TRANSFER FROM OTHER PERSONNEL FILES TO VOUCHERED FUNDS		4. EFFECTIVE DATE REQUESTED MONTH DAY YEAR 8 16 64		5. CATEGORY OF EMPLOYMENT REGULAR			
6. FUNDS X V TO V CF TO V		7. COST CENTER NO. CHARGEABLE 5271-0100		8. LEGAL AUTHORITY (Completed by Office of Personnel)		9. ORGANIZATIONAL DESIGNATIONS DDS/OFFICE OF SECURITY EXECUTIVE STAFF		10. LOCATION OF OFFICIAL STATION WASHINGTON, D.C.				
11. POSITION TITLE SECURITY OFFICER				12. POSITION NUMBER 0032		13. CAREER SERVICE DESIGNATION ES3						
14. CLASSIFICATION SCHEDULE (GS, FS, etc.) GS		15. OCCUPATIONAL SERIES 181C.01		16. GRADE AND STEP 15 4		17. SALARY OR RATE \$ 18,170						
18. REMARKS Verbal Concurrence: 20 August 1964 - [] DDP/EE Personnel Mr. McCord is being double slotted against position 0032 for approximately one (1) year while attending the Air War College. Date: 20 AUG 1964 Security Approval has been granted for the use contemplated by this request cc: DDP/EE cc: Cl Br Chief, Personnel												
19A. SIGNATURE OF REQUESTING OFFICIAL Ernest L. Hardt, Chief, Personnel				19B. SIGNATURE OF CAREER SERVICE APPROVING OFFICER Ernest L. Hardt, Chief, Personnel				DATE SIGNED 8/20/64				
SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL												
19. ACTION CODE 16	20. EMPLOY CODE 10	21. OFFICE CODING NUMERIC ALPHABETIC 16760 167		22. STATION CODE 25003	23. INTELLIGENCE CODE	24. INDOTIS CODE 1	25. DATE OF BIRTH MO. DA. YR. CLASS 67		26. DATE OF GRADE MO. DA. YR.		27. DATE OF LEI MO. DA. YR.	
28. BTE EXPIRES MO. DA. YR.		29. SPECIAL REFERENCE 1-ESC 3-FILE 5-NOM	30. RETIREMENT DATA CODE		31. SEPARATION DATA CODE	32. CORRECTION CANCELLATION DATA TYPE MO. DA. YR.		33. SECURITY REG. NO.		34. SER		
35. YET. PREFERENCE CODE 0-NONE 1-5 YR. 2-10 YR.		36. SERV. COMP. DATE MO. DA. YR.		37. LONG. COMP. DATE MO. DA. YR.		38. CAREER CATEGORY CODE 0-NONE 1-PROV. TEMP.		39. FEGLI HEALTH INSURANCE CODE 0-NONE 1-YES		40. SOCIAL SECURITY NO.		
41. PREVIOUS GOVERNMENT SERVICE DATA CODE 0-NO PREVIOUS SERVICE 1-NO BREAK IN SERVICE 2-BREAK IN SERVICE (LESS THAN 3 YEARS) 3-BREAK IN SERVICE (MORE THAN 3 YEARS)				42. LEAVE CAT. CODE		43. FEDERAL TAX DATA FORM EXECUTED CODE NO. TAX EXEMPTIONS		44. STATE TAX DATA FORM EXECUTED CODE NO. TAX EXEMPTIONS		45. SOCIAL SECURITY NO.		
45. POSITION CONTROL CERTIFICATION From CE						46. O.P. APPROVAL [Signature]			DATE APPROVED 5-20-64			

FORM 1152

USE PREVIOUS EDITION:

SECRET

GROUP 1 EXCLUDED FROM AUTOMATIC DOWNGRADING AND DECLASSIFICATION

SECRET

(When Filled In)

REQUEST FOR PERSONNEL ACTION										DATE PREPARED			
1. SERIAL NUMBER 058124 ✓										2. NAME (Last-First-Middle) MCCORD, James W. Jr.		2 MAY 1962	
3. NATURE OF PERSONNEL ACTION Reassignment and Transfer to Confidential Funds						4. EFFECTIVE DATE REGISTERED MONTH YEAR DAY 05 27 62		5. CATEGORY OF EMPLOYMENT Regular					
6. FUNDS		V TO V		X		V TO CF		7. COST CENTER NO. (CHARACTERIZABLE) 2139 9300 1017		8. LEGAL AUTHORITY (Completed by Office of Personnel)			
9. ORGANIZATIONAL DESIGNATIONS DDP/EE German Station Deputy for Combined Services Security Branch						10. LOCATION OF OFFICIAL STATION Frankfurt, Germany							
11. POSITION TITLE Security Officer						12. POSITION NUMBER 0363		13. CAREER SERVICE DESIGNATION SS					
14. CLASSIFICATION SCHEDULE (GS, LD, etc.) GS			15. OCCUPATIONAL SERIES 1810.01			16. GRADE AND STEP 15 2		17. SALARY OR RATE 14055 ✓					
18. REMARKS One copy has been forwarded to the Office of Security. W-4 and D-4 forms have been forwarded to Payroll. Medical CK, JANUARY 1962 per the Office of Security. From: DDS/Office of Security Security Research staff Office of the Chief Washington, D.C. #365 <i>Security Research</i> <i>ms 5/27/62</i>													
19. SIGNATURE OF REQUESTING OFFICIAL C/EE/Perf				DATE SIGNED 5-11-62		19. SIGNATURE OF CAREER SERVICE APPROVING OFFICER Edward J. Hardt for Chief, CS/Perf				DATE SIGNED 16 May 62			
SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL													
20. ACTION CODE 20		21. EMPLOY CODE 10		22. OFFICE CODE 54462 EE		23. OCCUPATIONAL CODE 22015		24. PAYMENT CODE 3		25. DATE OF ACTION 01 26 62			
26. DATE OF ACTION		27. DATE OF LEAVE		28. SECURITY REQ. NO.		29. SER. NO.		EOD DATA					
30. WFT. PREFERENCE		31. SOCIAL SECURITY NO.		32. FEDERAL TAX DATA		33. STATE TAX DATA		34. SOCIAL SECURITY NO.					
35. POSITION CONTROL CLASSIFICATION		36. O.P. APPROVAL AUTHORITY		DATE APPROVED		37. FEDERAL TAX DATA		38. STATE TAX DATA					
39. POSITION CONTROL CLASSIFICATION Sec. Officer. Sec		36. O.P. APPROVAL AUTHORITY M.J. [Signature]		DATE APPROVED 5/16/62		37. FEDERAL TAX DATA		38. STATE TAX DATA					

CIA INTERNAL USE ONLY
REQUEST FOR PERSONNEL ACTION

25 June 1959

1. Serial No. 158124		2. Name (Last-First-Middle) MCCORD JAMES W JR			3. Date Of Birth Mo. Da. Yr. 01 26 24		4. Vint. Prof. Mo. Da. Yr. 5 Pr. 1 10 Pr. 2		5. Sex M		6. Civ. Code Mo. Da. Yr. 08 22 51		
7. SCD Mo. Da. Yr. 03 27 45		8. CSC Rating Yrs. 1 Code No. 2 1		9. CSC Or Other Legal Authority 50 USCA 403 J		10. Appt. Authority Mo. Da. Yr. 06 22 51		11. FEGLI Yrs. 1 Code No. 2		12. LCO Mo. Da. Yr. 06 22 51		13. Civil Serv. No. Yrs. 1 Code No. 2 2	

PREVIOUS ASSIGNMENT

14. Organizational Designations DDS OFFICE OF SECURITY SECURITY RESEARCH STAFF OFFICE OF THE CHIEF			Code 3112		15. Location Of Official Station WASH., D.C.			Station Code 75013			
16. Dept. - Field Dept. - USStd. - Frgn. - 2		17. Position Title SECURITY OFFICER			18. Position No. 0365		19. Serv. GS		20. Occup. Series 1810.01		
21. Grade & Step 14 2 3		22. Salary Or Rate \$ 11,835		23. SD SS		24. Date Of Grade Mo. Da. Yr. 07 01 56		25. PSI Due Mo. Da. Yr. 06 28 59		26. Appropriation Number 9 7100 20 001	

ACTION

27. Nature Of Action PROMOTION		Code 30		28. Eff. Date Mo. Da. Yr. 6 1 24 59		29. Type Of Employee Regular		30. Separation Insts. 31	
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PRESENT ASSIGNMENT

31. Organizational Designations DDS Office of Security Security Research Staff Office of the Chief			Code 3112		32. Location Of Official Station Washington, D. C.			Station Code 75013			
33. Dept. - Field Dept. - USStd. - Frgn. - D 2		34. Position Title Security Officer			35. Position No. 365		36. Serv. GS		37. Occup. Series 1810.01		
38. Grade & Step 15-1		39. Salary Or Rate \$ 12,770.00		40. SD ES		41. Date Of Grade Mo. Da. Yr. 11 12 59		42. PSI Due Mo. Da. Yr. 12 28 61		43. Appropriation Number 9-7100-20-001	

SOURCE OF REQUEST

A. Requested By (Name And Title) Sheffield Edwards, Director of Security		C. Request Approved By (Signature And Title) <i>Sheffield Edwards</i> Director of Security	
B. For Additional Information Call (Name & Telephone Ext.) H. E. Steele, Ch. Pers. Br., AMTS/OS			

CLEARANCES

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

Remarks

REQUEST FOR PERSONNEL ACTION

21 January 1959

1. Serial No. 158124		2. Name (Last-First-Middle) MCCORD JAMES W JR			3. Date Of Birth Mo. Da. Yr. 01 20 24			4. Vet. Pref. Non-0 5 Pt-1 10 Pt-2		5. Sex M 1		6. C. Code Mo. Da. Yr. 03 22 51		
7. SCD Mo. Da. Yr. 03 27 15		8. CSC Reimt. Yes-1 No-2		9. CSC Or Other Legal Authority 50 U.S.C. 203 J		10. Apmt. Alliday Mo. Da. Yr.			11. HGLI Yes-1 No-2		12. LCD Mo. Da. Yr. 03 22 51		13. Min. Serv. Req. Yes-1 No-2	

PREVIOUS ASSIGNMENT

14. Organizational Designations DDS OFFICE OF SECURITY INSPECTION STAFF			Code 3110		15. Location Of Official Station WASH., D.C.			Station Code 75013			
16. Dept. - Field Dept. USIld - Frn -		17. Position Title INVESTIGATOR			18. Position No. 0033		19. Serv. GS		20. Occup. Series 1810.22		
21. Grade & Step 14 2		22. Salary Or Rate \$11,595		23. SS		24. Date Of Grade Mo. Da. Yr. 07 01 50		25. PSI Due Mo. Da. Yr. 06 28 50		26. Appropriation Number 9 7101 20	

ACTION

27. Nature Of Action REASSIGNMENT		Code 10		28. Eff. Date Mo. Da. Yr.		29. Type Of Employee Regular		Code		30. Separation Data	
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PRESENT ASSIGNMENT

31. Organizational Designations DDS/Office of Security Security Research Staff Office of the Chief			Code 3110		32. Location Of Official Station Washington, D. C.			Station Code			
33. Dept. - Field Dept. USIld - Frn - D		34. Position Title Security Officer			35. Position No. T365		36. Serv. GS		37. Occup. Series 1810.01		
38. Grade & Step 14-2		39. Salary Or Rate \$11595.00 ps		40. SS		41. Date Of Grade Mo. Da. Yr.		42. PSI Due Mo. Da. Yr.		43. Appropriation Number 9-7100-20-001	

SOURCE OF REQUEST

A. Requested By (Name And Title) H. E. Steele, Ch. Pers. Br., A&TS/OS		C. Request Approved By (Signature And Title) <i>H. E. Steele</i> Chief, Personnel Branch, A&TS/OS	
B. For Additional Information Call (Name & Telephone Ext.) Ext. 2033			

CLEARANCES

A. Career Board		B. Pos. Control		C. Classification		D. Placement		E. Approved By		Date	
								<i>[Signature]</i>		1/28/59	

Remarks

SECRET
(When Filled In)

DATE PREPARED			REQUEST FOR PERSONNEL ACTION						X		V to V		V to UV			
Mo	Da	Yr							UV to V		UV to UV					
7	10	58	1. Serial No.			2. Name (Last-First-Middle)			3. Date of Birth		4. Ver. Pref.		5. Sex		6. CS - EQD	
			McCORD, James Walter, Jr.			Mo	Da	Yr	None-0	Code	M		Mo	Da	Yr	
			7. SCD		8. CSC Reimt.		9. CSC Or Other Legal Authority		10. Appt. Author.		11. FEGLI		12. LCD		13. MIL. SERV. CREDIT LEE	
Mo	Da	Yr	Yes - 1	Code	No - 2	Mo	Da	Yr	Yes - 1	Code	No - 2	Mo	Da	Yr	Yes - 1	Code

PREVIOUS ASSIGNMENT

14. Organizational Designations				Code		15. Location Of Official Station				Station Code	
DDS/Office of Security Security Research Staff Office of the Chief						Washington, D. C.					
16. Dept.-Field		17. Position Title		18. Position No.		19. Serv.		20. Occup. Series			
Dept - Usfld - Frgn - D		Security Officer		365		GS		1810.01			
21. Grade & Step		22. Salary Or Rate		23. SD		24. Date Of Grade		25. PSI Due		26. Appropriation Number	
14-2		\$ 11,595 pa		SS						6-7101-20	

ACTION

27. Nature Of Action		Code		28. Eff. Date		29. Type Of Employee		Code		30. Separation Data	
REASSIGNMENT				Mo Da Yr		Regular					

PRESENT ASSIGNMENT

31. Organizational Designations				Code		32. Location Of Official Station				Station Code	
DDS/Office of Security Inspection Staff				3110		Washington, D. C.					
33. Dept.-Field		34. Position Title		35. Position No.		36. Serv.		37. Occup. Series			
Dept - Usfld - Frgn - D		Investigator		33		GS		1810.22			
38. Grade & Step		39. Salary Or Rate		40. SD		41. Date Of Grade		42. PSI Due		43. Appropriation Number	
14-2		\$ 11,595 pa		SS		07/01/56		06/28/59		8-7101-20	

SOURCE OF REQUEST

A. Requested By (Name And Title)		C. Request Approved By (Signature And Title)	
Ch. Pers. Br. A&TS/OS		[Signature]	
B. For Additional Information Call (Name & Telephone Ext.)		[Signature]	
Ext 2063		Chief, Personnel Branch, A&TS/OS	

CLEARANCES

Clearance		Signature		Date		Clearance		Signature		Date	
A. Career Board		[Signature]		[Date]		D. Placement		[Signature]		7/16/58	
B. Pos. Control		[Signature]		[Date]		E.		[Signature]		[Date]	
C. Classification		[Signature]		[Date]		F. Approved By		[Signature]		7-16-58	
Remarks											

SECRET

STANDARD FORM 52
FORM 52 OF 1957
U. S. GOVERNMENT PRINTING OFFICE
WASHINGTON, D. C. 20540

REQUEST FOR PERSONNEL ACTION

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

1. NAME (Mr - Miss - Mrs - One given name, initial(s), and surname)		2. DATE OF BIRTH	3. REQUEST NO.	4. DATE OF REQUEST																												
MR. JAMES W. McCORD, Jr.		26 Jan 1924		4 Jun 57																												
5. NATURE OF ACTION REQUESTED A. PURPOSES (Specify whether appointment, promotion, separation, etc.)		6. EFFECTIVE DATE A. PROPOSED:		7. C. S. OR OTHER LEGAL AUTHORITY																												
REASSIGNMENT																																
B. POSITION (Specify whether establish, change grade or title, etc.)		B. APPROVED:																														
FROM: Investigator (CI) GS-1610.22-14 T367 \$10,320.00 pa DDS/Office of Security Security Research Staff Internal Branch Washington, D. C. <input type="checkbox"/> FIELD <input checked="" type="checkbox"/> DEPARTMENTAL		8. POSITION TITLE AND NUMBER 9. SERVICE, GRADE, AND SALARY 10. ORGANIZATIONAL DESIGNATIONS 11. HEADQUARTERS 12. FIELD OR DEPARTMENTAL	TO: Security Officer T365-14 GS-1610.01-14 \$10,320.00 pa DDS/Office of Security Security Research Staff Office of the Chief Washington, D. C. <input type="checkbox"/> FIELD <input checked="" type="checkbox"/> DEPARTMENTAL																													
A. REMARKS (Use reverse if necessary) No Fitness Report required - no change in supervision.																																
B. REQUESTED BY (Name and title)		D. REQUEST APPROVED																														
Ch, Pers. Br., A&TS, OS		Signature: [Redacted]																														
C. FOR ADDITIONAL INFORMATION CALL (Name and telephone extension)		Title: Ch, Personnel Branch, A&TS, OS																														
13. VETERAN PREFERENCE		14. POSITION CLASSIFICATION ACTION																														
<table border="1"> <tr> <td>NONE</td> <td>WHD</td> <td>OTHER</td> <td>5-PT</td> <td>15-PCT</td> </tr> <tr> <td></td> <td>X</td> <td></td> <td>X</td> <td></td> </tr> <tr> <td></td> <td></td> <td></td> <td></td> <td>USAR</td> </tr> <tr> <td></td> <td></td> <td></td> <td></td> <td>OTHER</td> </tr> </table>		NONE	WHD	OTHER	5-PT	15-PCT		X		X						USAR					OTHER	<table border="1"> <tr> <td>NEW</td> <td>VICE</td> <td>L.A.</td> <td>REAL</td> </tr> <tr> <td></td> <td></td> <td></td> <td></td> </tr> </table> SD-SS			NEW	VICE	L.A.	REAL				
NONE	WHD	OTHER	5-PT	15-PCT																												
	X		X																													
				USAR																												
				OTHER																												
NEW	VICE	L.A.	REAL																													
15. SEX	16. APPROPRIATION	17. SUBJECT TO C. S. RETIREMENT ACT (YES-NO)	18. DATE OF APPOINTMENT AFFIDAVITS (ACCESSIONS ONLY)	19. LEGAL RESIDENCE STATE																												
M	FROM 7-1101-20 TO Same	Yes		<input type="checkbox"/> CLAIMED <input type="checkbox"/> PROVED																												
20. STANDARD FORM 50 REMARKS																																
21. CLEARANCES																																
A	INITIAL OR SIGNATURE	DATE	REMARKS																													
B. CEN. OF POS CONTROL		5 JUN 1957																														
C. CLASSIFICATION		4/5/57																														
D. PLACEMENT OR ENCL		6/1/57																														
E.																																
F. APPROVED BY																																

SECRET

~~SECRET~~

STANDARD FORM 52 PROVIDED BY THE U. S. CIVIL SERVICE COMMISSION EMPLOYEES FEDERAL PERSONNEL MANUAL CHAPTER II					
REQUEST FOR PERSONNEL ACTION					
REQUESTING OFFICE: Fill in items 1 through 12 and A through D except 6B and 7 unless otherwise instructed. If applicable, obtain resignation and fill in separation data on reverse.					
1. NAME (Mr. - Miss - Mrs. - One given name, initial(s), and surname)		2. DATE OF BIRTH	3. REQUEST NO.		
MR. JAMES W. McCORD, Jr.		26 Jan '24			
4. NATURE OF ACTION REQUESTED: A. PERSONNEL (Specify whether appointment, promotion, separation, etc.)		5. EFFECTIVE DATE A. PROPOSED:	6. DATE OF REQUEST		
PROMOTION		ASAP	6/23/56		
B. POSITION (Specify whether establish, change grade or title, etc.)		B. APPROVED:			
FROM— Security Res Spec GS-1810.24-13	T405 \$9205.00 pa	8. POSITION TITLE AND NUMBER	TO— Investigator (CI) GS-1810.22-14		
DDS/Office of Security Security Research Staff External Branch		9. SERVICE GRADE AND SALARY	\$10,320.00 pa		
Washington, D. C.		10. ORGANIZATIONAL DELEGATIONS	DDS/Office of Security Security Research Staff Internal Branch		
<input type="checkbox"/> FIELD	<input checked="" type="checkbox"/> DEPARTMENTAL	11. HEADQUARTERS	Washington, D. C.		
		12. FIELD OR DEPARTMENTAL	<input type="checkbox"/> FIELD <input checked="" type="checkbox"/> DEPARTMENTAL		
A. REMARKS (Use reverse if necessary)					
No Fitness Report required - no change in supervision.					
B. REQUESTED BY (Name and title)		D. REQUEST APPROVED BY			
Ch, Pers. Br., A&TS, OS					
C. FOR ADDITIONAL INFORMATION CALL (Name and telephone extension)		Signature:			
, Ext. 2063					
13. VETERAN PREFERENCE		14. POSITION CLASSIFICATION ACTION			
NONE	WWII	OTHER	5-PT.	10 POINT	
			X	DISAB. OTHER	
		NEW	VICE	L. A.	REAL
					SD-SS
15. SEX M	16. APPROPRIATION FROM: 4-7101-20 TO: 6-7101-20	17. SUBJECT TO C. S. RETIREMENT ACT (YES-NO) YES	18. DATE OF APPOINT- MENT AFFIDAVITS (ACCESSIONS ONLY)	19. LEGAL RESIDENCE <input type="checkbox"/> CLAIMED <input type="checkbox"/> PROVED STATE: TEXAS	
20. STANDARD FORM 50 REMARKS					
21. CLEARANCES					
A.	INITIAL OR SIGNATURE	DATE	REMARKS:		
B. CEIL. OR POS. CONTROL					
C. CLASSIFICATION					
D. PLACEMENT OR EM					
E.					
F. APPROVED BY					

E.O.

23 September 1954

[Redacted]
[Redacted]
Military Permit for Germany - James Walter McCord, Jr. *file*

1. It is requested that a Military Permit for Germany be affixed to the Special Passport issued to the above subject.
2. Travel for the above subject is sponsored by the CENTRAL INTELLIGENCE AGENCY. Housing accommodations are available.
3. It is further requested that any reference to the CENTRAL INTELLIGENCE AGENCY be excluded from the permit issued.

Special Passport # 39738
Date of issue: 15 September 1954
Place of issue: Washington, D.C.
Valid Until: 14 September 1956
Occupation: Government Employee
Destination: Frankfurt
Duration in Germany: 2yrs.
Date of entry: 30 September 1954

SECRET

STANDARD FORM 52
REQUIREMENTS OF THE
U. S. CIVIL SERVICE COMMISSION
EXCEPT AS OTHERWISE SPECIFIED
SERIALS OFFICERS

REQUEST FOR PERSONNEL ACTION

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

1. NAME (Mr., Miss, Mrs., One given name, initials, and surname) MR. JAMES M. MCCORMY JR.
2. DATE OF BIRTH 3/21/24
3. REQUEST NO. 1924
4. DATE OF REQUEST 6/1/54

5. NATURE OF ACTION REQUESTED: A. PERSONNEL (Specify whether appointment, promotion, separation, etc.) PROMOTION
6. EFFECTIVE DATE A. PROPOSED: ASAP
7. C. S. OR OTHER LEGAL AUTHORITY: 117
B. APPROVED: 6 June 1954

FROM: Investigator GS-1810.27-13 \$1240.01 per annum
TO: Security Officer GS-1810.01-13 \$3300.00 per annum
10. ORGANIZATIONAL DESIGNATIONS: DCA/Security Office, Special Security Division, Operations Branch, Office of the Chief, Washington, D. C.
11. HEADQUARTERS: Washington, D. C.
12. FIELD OR DEPARTMENTAL: DEPARTMENTAL

A. REMARKS (Use reverse if necessary)
PSI eff 6 June 54 - not in folder.
Approved by SE/CSB 8 June 54

B. REQUESTED BY (Name and title) Chief, A-3
D. REQUEST APPROVED BY
Signature: [Blank]
Title: [Blank]

C. FOR ADDITIONAL INFORMATION CALL (Name and telephone extension) Mr. [Blank]
13. VETERAN PREFERENCE: NONE, OTHER, 5 PT., 10 POINT, DISAB., OTHER
14. POSITION CLASSIFICATION ACTION: NEW, VICE, I. A., REAL, CD-SH

15. SEX: M
16. RACE: W
17. APPROPRIATION: FROM: 4-7103-20 TO: 4-7103-20
18. SUBJECT TO C. S. RETIREMENT ACT (YES-NO)
19. DATE OF APPOINTMENT AFFIDAVITS (AFCESSIONS ONLY)
20. LEGAL RESIDENCE: CLAIMED, PROVED, STATE: [Blank]

21. STANDARD FORM 50 REMARKS
* Partial Strike, 50 - 6/1/54

22. CLEARANCES: INITIAL OR SIGNATURE, DATE, REMARKS:
A. [Blank]
B. CEIL. OR POS. CONTROL: Jm 29 June 54
C. CLASSIFICATION: [Blank]
D. PLACEMENT OR EMPL. [Blank]
E. [Blank]

F. APPROVED: [Blank]

SECRET

6 June '54

SECRET

STANDARD FORM 52
REQUEST FOR PERSONNEL ACTION

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

1. NAME (Mr., Mrs., Mx, etc. Give name, initials, and surname)
W. J. ...

2. DATE OF BIRTH
3. REQUEST NO.
4. DATE OF REQUEST

5. NATURE OF ACTION REQUESTED
A. PERSONNEL (Specify whether appointment, promotion, reposition, etc.)
REASSIGNMENT

6. EFFECTIVE DATE & PROPOSED
7. C. S. OR OTHER LEGAL AUTHORITY

8. POSITION (Specify whether establish, change grade or rank, etc.)

D. APPROVED:

FROM—
Investigator (Gen)
1-1110-12 7000.00 per annum
DDA/Security Office
Special Security Division
Operations Branch
Office of the Chief
Washington, D. C.

9. POSITION TITLE AND NUMBER
10. SERVICE GRADE AND SALARY
11. ORGANIZATIONAL DESIGNATION
12. HEADQUARTERS
13. FIELD OR DEPARTMENTAL

TO—
Investigator
1-1110-20-12 7000.00 per annum
DDA/Security Office
Special Security Division
Operations Branch
Office of the Chief
Washington, D. C.

14. REMARKS (Use reverse if necessary)

15. REQUESTED BY (Name and title)
Ervin W. Schmidt, Chief, A TS

16. REQUEST APPROVED BY
Signature:

17. FOR ADDITIONAL INFORMATION CALL (Name and telephone extension)
Ext. 2063

Title: Chief, Admin & Training Staff, A TS

18. VETERAN PREFERENCE
NONE WWII OTHER 5 PT. 10 POINT
DISAB. OTHER

19. POSITION CLASSIFICATION ACTION
REV. VEC. I. A. REAL
OO-30

20. SEX: M RACE: W
21. APPROPRIATION - FROM: 1-7103-20 TO: 1-7103-20

22. SUBJECT TO C. S. RETIREMENT ACT (YES-NO)
23. DATE OF APPOINTMENT AFFIDAVITS (ACCESSIONS ONLY)
24. LEGAL RESIDENCE
 CLAIMED PROVED
STATE: TEXAS

25. STANDARD FORM 50 REMARKS

Table with 4 columns: CLEARANCES (A, B, C, D, E), INITIAL OR SIGNATURE, DATE, REMARKS.

F. APPROVED BY: [Signature]

SECRET

SECRET

STANDARD FORM 52 PERSONNEL ACTION U. S. GOVERNMENT PRINTING OFFICE 1950 O-48725-0	VOUCHERED
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REQUESTING OFFICE: Fill in items 1 through 12 and A through D except CE and 7 unless otherwise instructed. If applicable, obtain resignation on SF 50 in separation data on reverse.

1. NAME (Mr., Mrs., Miss, One given name, initial(s), and surname) MR. JAMES W. McCORD, JR.	2. DATE OF BIRTH 1/26/24	3. REQUEST NO.	4. DATE OF REQUEST 12/17/53
5. NATURE OF ACTION REQUESTED: A. PERSONNEL (Specify whether appointment, promotion, separation, etc.) REASSIGNMENT		6. EFFECTIVE DATE A. PROPOSED:	7. C.S. OR OTHER LEGAL AUTHORITY
8. POSITION (Specify whether establish, change grade or title, etc.)		D. APPROVED: <i>0-06</i> 3 JAN 1954	

10B- Investigator(Gen) T211.01 GS-1310-12 \$7040.00 per annum	8. POSITION (TITLE AND NUMBER) 9. SERVICE CLASS AND SALARY	10A- Investigator(Gen) T297.01 GS-1310-12 \$7040.00 per annum
DDA/Security Office Special Security Division SSD Pool Washington, D. C.	11. ORGANIZATION'S UTILIZATION	DDA/Security Office Special Security Division Operations Branch Office of the Chief Washington, D. C.
<input checked="" type="checkbox"/> FIELD <input type="checkbox"/> DEPARTMENTAL	12. FIELD OR DEPARTMENTAL	<input type="checkbox"/> FIELD <input checked="" type="checkbox"/> DEPARTMENTAL

A. REMARKS (Use reverse if necessary)
Transfer TO Vouchered Funds FROM UnVouchered Funds.

B. REQUESTED BY (Name and title) Chief, ASMS	D. REQUEST APPROVED BY Chief, Admin. & Insp. Staff
C. FOR ADDITIONAL INFORMATION CALL (Name and telephone extension) Ext. 2063	Signature: Title:

13. VETERAN PREFERENCE		14. POSITION CLASSIFICATION ACTION	
NONE	WAR / OTHER SPT	15 POINT	DISAB OTHER
<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
15. SEX M	16. RACE W	17. APPROPRIATION FROM 4-7130-30 TO 4-7103-20	18. BASIS FOR C.S. REASSIGNMENT ACT (SEE 50)
19. DATE OF APPOINTMENT AFFIDAVIT (ACCESSIONS ONLY)		20. LEGAL RESIDENCE STATE: <input type="checkbox"/> CLAIMED <input type="checkbox"/> PROVED	

21. STANDARD FORM 50 REMARKS
Account Continued 12/22/53

22. CLEARANCES	INITIAL OR SIGNATURE	DATE	REMARKS
A.			
B. CEIL. OR POS. CONTROL	<i>McC</i>	<i>12/22</i>	
C. CLASSIFICATION			
D. PLACEMENT OR ENPL.			
E.			

F. APPROVED BY <i>James W. McCord, Jr.</i>	DATE 12/22/53
---	------------------

SECRET

Director of Personnel
Department of Justice-F.B.I.
Washington, D. C.

TO:

DATE:

17 September 1951

In accordance with the requirements of the Federal Personnel Manual, it is requested that the Official Personnel Folder and Leave Record of:

NAME: MCCORD, James Walter, Jr.
DOB: 26 Jan. 1924
PREVIOUSLY EMPLOYED IN: Department of Justice-F.B.I.
BRANCH OR DIVISION :
LOCATION : Washington, D. C.
DATE: OF EMPLOYMENT : October 1948 to February 1951

Be forwarded to:

Mr. K. B. J. Hopkins
Chief, Personnel Division
Central Intelligence Agency
2430 E Street, N. W.
Washington 25, D. C.

*Leave record
sent to Payroll
9-27-51*

CONFIDENTIAL

22 August 1951
(Date)

I, James Walter McCord, Jr., hereby certify that the information appearing on my Personal History Statement dated 13 May 1951 is still accurate and correct, except as follows: No corrections

1. However an addition may be made to the education section inasmuch as one summer semester in evening Law School, Lincoln University, Oakland, Calif., was completed since the date of the application. This semester began 4 June 1951 and ended 10 August 1951.
2. In the certificate regarding Reserve Status filed with the original application it was reflected that I was in the Volunteer Air Reserve, USAF. On August 14 a letter Reserve Order from Hamilton AFB, Calif., was sent to me advising that I was being transferred from the Volunteer Air Reserve to

James Walter McCord, Jr.
(Signature)

CONFIDENTIAL

the Organized Reserve with a mobilization assignment with the 19th District OSI, Travis AFB, California. (See Military Status Questionnaire)

810 Pacific Avenue
Glendale, California
July 20, 1951

Mr. Joseph B. Ragan
Chief, Personnel Procurement
Central Intelligence Agency
2430 M Street, N. W.
Washington, D. C.

Dear Mr. Ragan:

Reference is made to your letter dated June 4, 1951.

At the present time I am in the position of finding it necessary in the very near future to make several decisions of considerable financial importance to me. Should your organization be in a position to indicate whether favorable consideration has been given my application, or to indicate by what date you may be in a position to make a decision in that regard, such information would be of very great help to me at this time. As you have been advised earlier, I am interested in the CIA as a career, am willing to accept an assignment either overseas or in this country at your discretion, and at the starting salary you believe commensurate with my past experience.

Any assistance you can furnish concerning the above request will be indeed appreciated.

Very truly yours

James Walter McCord Jr
James Walter McCord, Jr.

REQUEST FOR SECURITY CLEARANCE

Request No. 1-2311
Date: 6 July 1976

1. Full Name Last, First, Middle 2. Year of birth 1926

3. Position Title SPECIAL AGENT Grade GS-11 Code

4. Location: Office US Division Branch
Code Code Code

5. Geographic destination FBI TRAINING CENTER
City and state or country, as appropriate

6. Type of Employee: 1. Regular 2. Contract 3. Consultant
 4. Military 5. Other:

7. Funds: 1. Vouchered 2. Unvouchered

8. Type(s) of security clearance requested:
 Provisional for
Show name of pool or group

Secret
 Full
 Waiver

9. Availability date: Day-Month-Year 10. Estimated clearance date Month-Year

11. Recruitment Source Code

12. Sex and Veteran status: 1. M-N 2. M-W 3. F-W 4. F-N

13. Remarks:

2 PHS'S RETAINED BY IAC

Attachments:
 PHS
 Appendix I
 Photographs

Signature

PIC

Division

4 June 1951

Mr. James W. McCord, Jr.
820 Pacific Avenue
Alameda, California

Dear Mr. McCord:

This is to acknowledge receipt of your application for employment with the Central Intelligence Agency.

Your application is being given consideration for current employment possibilities. This process is somewhat time consuming; however, we shall advise you as soon as a definite decision has been reached.

Any requests for further information should be addressed to the undersigned.

Very truly yours,

JOSEPH B. RAGAN
Chief, Personnel Procurement

Fool

10 May 1951

Mr. James Walter McCord, Jr.
22 Pacific Avenue
Alhambra, California

Dear Mr. McCord:

Thank you for your recent application for employment in our organization.

Enclosed you will find the forms which we require all prospective applicants to fill out in order that we may become more thoroughly acquainted with their background and experience. If you will be good enough to fill them out and return them with three passport size photographs of yourself, we will be in a better position to review your qualifications and will then advise you further. You may retain the fourth copy of the Personal History Statement for your own records.

We sincerely appreciate your interest in our organization and look forward to hearing from you in the near future.

Very truly yours,

JOSEPH B. RAGAN
Chief, Personnel Procurement

Enclosures (9)

RESTRICTED

SECURITY AGREEMENT

1. I, James Walter McCard B., understand that by virtue of my duties in the Central Intelligence Agency, I may be the recipient of information and intelligence which concerns the present and future security of the United States and which belongs to the United States. This information and intelligence, together with the methods of collecting and handling it, are classified according to security standards set by the Central Intelligence Agency. I have read and understand the provisions of the Act of Congress of June 15, 1917 (Espionage Act), as amended, concerning the disclosure of information relating to the National Defense and I am familiar with the penalties provided for violation thereof.

2. I agree that I do not now, nor shall I ever possess any right, interest, title or claim in or to any of the information or intelligence or the methods of collecting or handling of it which has come or shall come to my attention by virtue of my connection with the Central Intelligence Agency, but shall always recognize the property right of the United States of America in and to such matters.

3. I do solemnly swear that I will never divulge, publish nor reveal either by word, conduct, or by any other means such classified information, intelligence or knowledge, except in the performance of my official duties and in accordance with the laws of the United States, unless specifically authorized in writing in each case by the Director of Central Intelligence.

4. I understand that no change in my assignment or employment will relieve me of my obligation under this oath and that the provisions of this oath will remain binding upon me even after the termination of my services with the United States.

5. I understand that my employment by the Central Intelligence Agency is conditioned upon my understanding of and strict compliance with "Security Regulations CIA", and the appendices thereto.

6. I take this obligation freely, without any mental reservation or purpose of evasion.

In witness whereof I have set my hand and seal this ___ day of _____ 19__.

James Walter McCard B. (Seal)

Subscribed to before me this ___ day of _____ 19__.

at _____.

14-00000
320 Pacific Avenue
Alameda, California
April 18, 1951

Director
Central Intelligence Agency
Washington, D. C.

Dear Sir:

I am interested in securing an interview with your local Agent-In-Charge regarding the position of Special Agent with your organization. My prior investigative experience includes four years with the Federal Bureau of Investigation, two years as a Special Agent and two years as a Radio Technician. I hold a commission in the U. S. Air Force Reserve, and have held an assignment as Intelligence Officer in a Reserve Unit. My last annual two-week tour of duty in the Air Force Reserve was an Intelligence Officer Refresher Course at Lowry Air Force Base, Colorado in March, 1950. My age is twenty-seven, and I am married, no children.

Should it appear that an interview may be arranged, I shall be glad to talk with your representative at his convenience.

Very truly yours

James Walter McCord, Jr.

James Walter McCord, Jr.

SECRET

SECRET

REPRODUCTION MASTERS

BIOGRAPHIC

BIOGRAPHIC PROFILE

SECRET

H a n d l e W i t h C a r e

WATERGATE FILE REVIEW FLAG

SUBJECT: McCord, James

FILE NO: 58124

DATE FLAGGED: 26 April 1974

All information contained in this file through the above date was reviewed for possible significance to "Watergate" or other related matters. This review was conducted by Office of Security personnel. Additionally, this file was in the custody of the Office of the Inspector General from 26 February 1974 until released to the Office of Security on 15 April 1974.

No action is required through date cited above for further "Watergate" related file review reporting.

File Cross Reference - 625000



Officer Reviewing File

DO NOT REMOVE OR DESTROY THIS FLAG WITHOUT THE CONCURRENCE
OF THE DEPUTY DIRECTOR OF SECURITY.

SECRET

NOTIFICATION OF ASSIGNMENT OR CANCELLATION OF OFFICIAL COVER BACKSTOP		31 AUGUST 1970
TO: (CC's)	<input checked="" type="checkbox"/> CHIEF, RECORDS AND CONTROL	FILE NUMBER
	<input type="checkbox"/> CHIEF, CONTRACT PERSONNEL DIVISION	13507
	<input checked="" type="checkbox"/> CHIEF, OPERATIVE COMPONENT (For action)	EMPLOYEE NUMBER
		OFFICE
		ID CARD NUMBER
ATTN:	03	
REF:	03/Chief Admin Staff	OFFICIAL COVER
	Resignation Debriefing	BACKSTOP ESTABLISHED
SUBJECT	McCord, James W. Jr.	DISCONTINUED
		UNIT

KEEP ON TOP OF FILE WHILE COVER IN EFFECT

ESTABLISHMENT OF OFFICIAL COVER BLOCK RECORDS (OPM 20-800-11)	<input checked="" type="checkbox"/>	CANCELLATION OF OFFICIAL COVER UNBLOCK RECORDS (OPM 20-800-11)
A. TEMPORARILY FOR _____ DAYS EFFECTIVE DATE CON _____		DATE (no. of CCB)
B. CONTINUING AS OF COB		August 1951
SUBMIT FORM 642 TO CHANGE LIMITATION CATEGORY. (HR 20-7)		SUBMIT FORM 642 TO CHANGE LIMITATION CATEGORY. (HR 20-7)
ASCERTAIN THAT CIA p-2 BEING ISSUED. (HR 20-11)	NA	RETURN ALL OFFICIAL DOCUMENTATION TO CCS.
SUBMIT FORM 1322 FOR ANY CHANGE AFFECTING THIS COVER. (HR 240-2a)	OF	DO NOT WRITE IN THIS BLOCK - FOR CCS INTERNAL USE ONLY
SUBMIT FORM 1323 FOR TRANSFERRING COVER RESPONSIBILITY. (HR 240-2a)		
SUBMIT FORM 2688 FOR HOSPITALIZATION CARD		

REMARKS AND/OR COVER HISTORY

Aug 51-Jun 53 CONUS 209
 Jun 53-May 62
 May 62-May 64 Germany
 Jun 64

FORWARDING ADDRESS: # 7 Winder Court
 Rockville, Maryland 20850

EMPLOYMENT ADDRESS: UNK

Subject is to indicate CIA as place of employment for entire period.

DTS/26
 DISTRIBUTION: COPY 1 - CCP
 COPY 2 - OPERATIVE COMPONENT
 COPY 3 - S/OB
 COPY 4 - PL/TELEVC
 COPY 5 - CCS - Chrono
 COPY 6 - CCS - FILE

James H. Franklin
 CHIEF, OFFICIAL COVER, CENTRAL COVER STAFF

SECRET

NOTIFICATION OF CANCELLATION OF _____		DATE 20 Jul 64
TO: (Check)	<input checked="" type="checkbox"/> CHIEF, PERSONNEL OPERATIONS DIVISION	SUBJECT McCORD, JAMES W, Jr
	<input type="checkbox"/> CHIEF, OPERATING COMPONENT (For Action) OS	
ATTN: OS/AATS		FILE NO. K3930
REF: _____		ID CARD NO.

Unblock Records;
(OP Memo 20-300-11)

Effective 11 Jun 64

Submit Form 642 To Change Limitation Category.
(HB 70-800-2, to be redesignated H4B 20-7)

Remarks: Subject should be acknowledged as a current employee as he is to attend the Air War College as an overt employee.

THIS MEMO MUST REMAIN
ON TOP OF FILE

COPY TO CPD/OP

James A. Franklin
EDF/PP CHIEF

DISTRIBUTION: 1-OSD/OS 1-PSD/OS

SECRET

8 March 1961

File No. K-3030

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

SUBJECT : McCORD, James W.

1. Cover arrangements ~~are being completed~~ have been completed for the above-named Subject. TDY
2. Effective 11 Mar - 27 March 61, it is requested that your current Agency employment to an external inquirer.

For GLEN E. MOGHOUSE
Acting Chief, Central Cover Group

cc: SSD/OS

SECRET

FORM 1-59 1580a

(4-13-60)

13-18 61
LPC

Mr. James W. McCord, Jr.
7 Winder Court
Rockville, Maryland 20850

Dear Mr. McCord:


It is the practice of the Organization to follow up with former employees six months after their retirement. We hope by such inquiry to obtain information on what our retirees are doing and where they are located, invite suggestions for improving the retirement program and to learn if the Organization might be of some assistance on any post-retirement matters.

We should like very much to hear from you on the above points and on any other topics you think would be useful to us.

For your convenience in replying, we have enclosed a sheet somewhat akin to a form on which we have listed those standard items of information we'd like to have on every retiree. The remainder of the sheet, including the reverse side, is for your comments and suggestions. We shall be most appreciative of your fullest response to this inquiry.

Thank you very much for your cooperation.

Sincerely yours,



Personnel Officer

Enclosures:

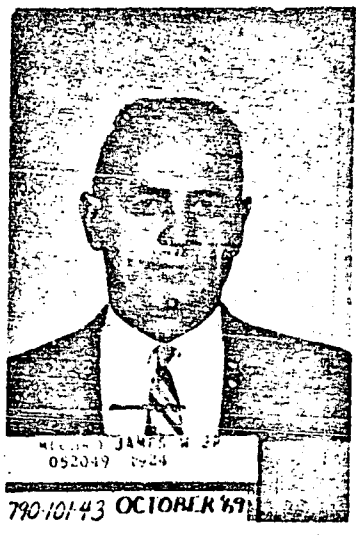
Questionnaire
Return Envelope

Distribution:

Original - Addressee
1 - OPF
1 - RAD Subject's File

OP/RAD/FEAS/:mlp (23 April 1971)

Actions



1. LAST NAME MC CORD, JAMES W JR		FIRST NAME JAMES W JR		INITIAL(S) JW		2. APPOINTMENT DATA Appointed on duty 08/22/51 <input checked="" type="checkbox"/> P.I. Subject to Sec. 703(d), 1951 Leave Act Yes <input type="checkbox"/> No <input type="checkbox"/> Consented to be subject to Sec. 703(d) <input type="checkbox"/> on _____ annual leave bill		3. TOTAL SERVICE FOR LEAVE (as of date of separation) Years 25 Months 05 Days 04 <input checked="" type="checkbox"/> More than 15 years	
4. DATE AND NATURE OF SEPARATION RETIREMENT-INV-UNDER CIA RETIREMENT AND DISABILITY SYSTEM 08/31/70									
SUMMARY OF ANNUAL AND SICK LEAVE (HOURS)				SUMMARY OF HOME LEAVE (DAYS)				REMARKS	
5. Balance from prior leave year ended 1/10 1970		Annual	Sick	14. Date arrival abroad for ML purposes		SCD 03/27/45 WS/L TRANS TO STANDS 5 USE CH 63			
6. Current leave year accrual through 8/22 1970		328	1729	15. Current balance as of _____ 19__					
7. Total		128	64	16. 12-month accrual rate					
8. Reduction in credits, if any (current year)		456	1793	17. Dates leave used prior 24 months					
9. Total leave taken		367	4	18. Monthly accrual date					
10. Balance		89	1789	19. Calendar days credit for next accrual date					
11. Total hours paid in lump sum 89 hrs & 1 hol				20. Date basic service period completed					
12. Salary rate(s) \$28,989.00				MILITARY LEAVE					
13. Lump sum leave dates From 0830 09/01/70, 09/17/70 0930 (Hours)				21. Dates during current calendar yr _____ to _____					
14. Estimated/signed by [Signature] for Chief Payroll (Title)		Date 11/3-2585 (Telephone)		22. Dates during preceding calendar yr _____ to _____					
				ABSENCE WITHOUT PAY					
				23. During leave year in which separated					
				24. During step increase waiting period which began on 06/14/70					
				25. During 12-month ML accrual period (dates):					
				LWOP or AWOL or Furlough Suspension (Hours)					

Standard Form 1150
November 1965
1150-100

RECORD OF LEAVE DATA TRANSFERRED

U.S. CIVIL SERVICE COMMISSION
FPM SUPPLEMENTS 590-51 AND 990-2

SECRET
(When Filled In)

FORM 1150

NOTIFICATION OF PERSONNEL ACTION

1. SERIAL NUMBER 000128		2. NAME (LAST, FIRST, MIDDLE) HOGGARD JAMES W JR	
3. NATURE OF PERSONNEL ACTION RETIREMENT-INVOLUNTARY-UNDER CIA RETIREMENT AND DISABILITY SYS-CORR			4. EFFECTIVE DATE 08/31/70
5. FUNDS		6. V TO V CF TO V	7. V TO CF CF TO CF
9. ORGANIZATIONAL DESIGNATIONS DDC/OFFICE OF SECURITY DD/PHYSICAL, TECHNICAL AND OVERSEAS SECURITY PHYSICAL SECURITY DIVISION OFFICE OF THE CHIEF		10. LOCATION OF OFFICIAL STATION WASH, D.C.	
11. POSITION TITLE PHYSICAL SEC OF		12. POSITION NUMBER 00776	13. SERVICE DESIGNATION SS
14. CLASSIFICATION SCHEDULE (GN, LB, NLT) GS	15. OCCUPATIONAL SERIES 1810.07	16. GRADE AND STEP 15 3	17. SALARY OR RATE 20000
18. REMARKS THIS ACTION CORRECTS FORM 1150 EFFECTIVE DATE 08/31/70 AS FOLLOWS: ITEM 16, GRADE AND STEP WHICH READ 15 3 TO READ 15 3; AND ITEM 17, SALARY OR RATE WHICH READ 20000 TO READ 20000.			
SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL			
19. ACTION CODE 55	20. EMPLOY CODE 10	21. OFFICE CODING NUMBER ALPHABETIC	22. STATION CODE
23. DATE OF BIRTH MO DA YR 01 25 24	24. DATE OF GRADE MO DA YR	25. DATE OF LEI MO DA YR	26. SECURITY REG NO
27. TITLE EXPRES MO DA YR	28. SPECIAL REFERENCE	29. RETIREMENT DATA 1. CIV 2. MIL 3. NA 4. NONE	30. SEPARATION DATA CODE 00000000
31. VET PREFERENCE 1. P 2. S 3. PT	32. SERV COMP DATE MO DA YR	33. LONG COMP DATE MO DA YR	34. CAREER CATEGORY CAB PPS PPS TEMP
35. FEDERAL TAX DATA 1. YES 2. NO	36. STATE TAX DATA 1. YES 2. NO	37. FEDERAL TAX DATA 1. YES 2. NO	38. STATE TAX DATA 1. YES 2. NO
SIGNATURE OR OTHER AUTHENTICATION			
			<div style="border: 1px solid black; padding: 5px; display: inline-block;"> <p>POSTED</p> <p>9-16-70 <i>Jm</i></p> </div>

SECRET

8-28
1970

NOTIFICATION OF PERSONNEL ACTION

1. NAME (LAST, FIRST, MIDDLE) HOGGARD, JAMES W JR		4. EFFECTIVE DATE 08 31 70		3. CATEGORY OF EMPLOYMENT REGULAR	
2. NATURE OF PERSONNEL ACTION RETIRED-T-IF VOLUNTARY-UNDER CIA RETIREMENT AND DISABILITY SYSTEM				5. FUNDING ANALYSIS (NO. CHARGING) & USE OF OTHER LEGAL AUTHORITY 1971 0001 0001 FL 10-495 SEC 830A	
6. FUNDS X V TO V CF TO V		V TO CF CF TO CF		8. ORGANIZATIONAL DESIGNATION ODS OFFICE OF SECURITY OO: PHYSICAL, TECHNICAL AND OVERSEAS SECURITY PHYSICAL SECURITY DIVISION OFFICE OF THE CHIEF	
10. CLASSIFICATION SCHEDULE (GS, BR, AF, etc.) GS		15. OCCUPATIONAL SERIES 1810.07		17. SALARY OR RATE BR205 27989	
11. POSITION TITLE PHYSICAL SEC OF		12. POSITION NUMBER 0070		13. SERVICE DESIGNATION SS	
14. LOCATION OF OFFICIAL STATION WASH., D.C.					
18. REMARKS					

SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL

19. ACTION CODE 45	20. EMPLOY CODE 10	21. OFFICE COUNCIL NUMBER: ALPHABETIC	22. STATION CODE	23. INTEREST CODE	24. HOURS CODE	25. DATE OF BIRTH 01 23 38	26. DATE OF GRASS MO DA YR	27. DATE OF DEATH MO DA YR
28. SITE EMPLOY	29. SPECIAL REFERENCE	30. RETIREMENT DATA CODE	31. SEPARATION DATA CODE OCUC0000	32. Correction - Evaluation Data MO DA YR		33. SECURITY RES. NO.	34. SER.	
35. NET PREFERENCE	36. SERV. COMP. DATE MO DA YR	37. LONG COMP. DATE MO DA YR	38. CARRIER CATEGORY	39. FEEDBACK HEALTH INSURANCE CODE 0: NO 1: YES	40. STATE SECURITY NO.			
41. PREVIOUS CIVILIAN GOVERNMENT SERVICE CODE 1: NO PREVIOUS SERVICE 2: NO OTHER IN SERVICE 3: MORE IN SERVICE (LESS THAN 3 YRS) 4: MORE IN SERVICE (MORE THAN 3 YRS)			42. LEAVE CAT. CODE	43. FEDERAL TAX DATA FORM EXEMPTION CODE 1: YES 2: NO		44. STATE TAX DATA FORM EXEMPTION CODE 1: YES 2: NO		

OD DATA

SIGNATURE OR OTHER AUTHENTICATION

POSTED
8-28-70 [Signature]

FORM 300 (15)

Use Previous Edition

SECRET

BSI

Excluded from automatic downgrading and declassification

When Filled In [Signature]

SECRET
(When Filled In)

EW 17 70

NOTIFICATION OF PERSONNEL ACTION

1. SERIAL NUMBER 05 17		2. NAME (LAST FIRST MIDDLE) TOPP JAMES W JR	
3. NATURE OF PERSONNEL ACTION DESIGNATION PARTICIPANT IN CIA RESERVE STATUS LIABILITY CMT			4. EFFECTIVE DATE MO DA YR 7 1 70
6. FUNDS V TO V CF TO V		V TO CF CF TO CF	5. CATEGORY OF EMPLOYMENT REGULAR
9. ORGANIZATIONAL ORGANIZATION DSS SEC		10. LOCATION OF OFFICIAL STATION WASH, D.C.	
11. POSITION TITLE		12. POSITION NUMBER	13. SERVICE DESIGNATION
14. CLASSIFICATION SCHEDULE (GS, LB, WC)	15. OCCUPATIONAL SERIES	16. GRADE AND STEP 15	17. SALARY OR RATE

18. REQUIRES

SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL

19. ACTION CODE	20. EMPLOY CODE	21. OFFICE CODING NUMERIC ALPHABETIC		22. STATION CODE	23. INTEGRAL CODE	24. HOURS	25. DATE OF BIRTH MO DA YR			26. DATE OF GRADE MO DA YR			27. DATE OF LEI MO DA YR		
28. NTE EXPIRES MO DA YR		29. SPECIAL PREFERENCE	30. RETIREMENT DATA		31. SEPARATION DATA CODE	32. COMPENSATION DATA TYPE MO DA YR			33. SECURITY REQ NO			34. SEN			
35. VET PREFERENCE CODE 0 NONE 1 5 PT 2 10 PT		36. SERV COMP DATE MO DA YR MO DA YR		37. LONG COMP DATE MO DA YR MO DA YR		38. CAREER CATEGORY CAR B111 NNT PROV 2200			39. FEELI HEALTH INSURANCE LIVE 0 WAIVER HEALTH 10 100A			40. SOCIAL SECURITY NO			
41. PREVIOUS CIV. OR GOVERNMENT SERVICE CODE 0 NO PREVIOUS SERVICE 1 NO BREAK IN SERVICE 2 BREAK IN SERVICE LESS THAN 1 YRS 3 BREAK IN SERVICE MORE THAN 1 YRS				42. LEAVE CAT CODE	43. FEDERAL TAX DATA FORM EXEMPTED CODE 1 YES 2 NO			44. STATE TAX DATA FORM EXEMPTED CODE 1 YES 2 NO			45. STATE TAX STATE CODE CODE F O TAX STATE CODE EXEMP				

EOD DATA

SIGNATURE OR OTHER AUTHENTICATION

Signature area with a large 'POSTED' stamp and handwritten date '7-8-70' and initials.

FORM 1150 Use Previous Edition

SECRET **BBG**

14. USE THIS SPACE FOR SIGNATURE AND DATE (When Filled In)

(When Filled In)

U.S. GOVERNMENT PRINTING OFFICE: 1967 O - 354-271

A-38

1 SERIAL NO		2 NAME		3 ORGANIZATION		4 FUNDS		5 LWOP HOURS	
058124		MCCORD JAMES W JR		16 240		V			
6 OLD SALARY RATE				7 NEW SALARY RATE				8. TYPE ACTION	
Grade	Step	Salary	Last Eff Date	Grade	Step	Salary	Effective Date	SI	ATI
GS 15	8	28,000 28,226	06/13/67	GS 15	9	28,000 28,989	06/14/70		
CERTIFICATION AND AUTHENTICATION									
I CERTIFY THAT THE WORK OF THE ABOVE NAMED EMPLOYEE IS OF ACCEPTABLE LEVEL OF COMPETENCE.									
SIGNATURE						DATE			
<i>[Signature]</i>						<i>[Date]</i>			
<input checked="" type="checkbox"/> NO EXCESS LWOP <input type="checkbox"/> IN PAY STATUS AT END OF WAITING PERIOD <input type="checkbox"/> LWOP STATUS AT END OF WAITING PERIOD									
CLERKS INITIALS						APPROVED BY			
<i>[Initials]</i>						<i>[Signature]</i>			
FORM 7-66 560 E		Use previous editions		PAY CHANGE NOTIFICATION				(4-51)	

0000

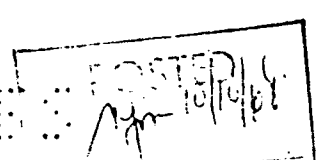
"PAY ADJUSTMENT IN ACCORDANCE WITH SALARY SCHEDULES OF PL 91-231 AND EXECUTIVE ORDER 11524 PURSUANT TO AUTHORITY OF DCI AS PROVIDED IN THE CIA ACT OF 1949, AS AMENDED, AND A DCI DIRECTIVE DATED 8 OCTOBER 1962"

EFFECTIVE DATE OF PAY ADJUSTMENT: 23 DECEMBER 1969

NAME	SERIAL	ORGN,	FUNDS	GR-STEP	NEW SALARY
MCCORD JAMES W JR	058124	16	240	V GS 15 8	\$28,226

SECRET
(When Filled In)

JLB: 10 OCT 68

NOTIFICATION OF PERSONNEL ACTION											
1 SERIAL NUMBER		2 NAME (LAST FIRST MIDDLE)									
058124		MCCORD JAMES W JR									
3 NATURE OF PERSONNEL ACTION				4 EFFECTIVE DATE		5 CATEGORY OF EMPLOYMENT					
REASSIGNMENT				10 10 68		REGULAR					
6 FUNDS		7 Financial Analysis No. Changeable		8 CSC OR OTHER LEGAL AUTHORITY							
X		9271 (0501) 0000		50 USC 403 (c)							
9 ORGANIZATIONAL DESIGNATIONS				10 LOCATION OF OFFICIAL STATION							
DDO/OFFICE OF SECURITY DD/PHYSICAL, TECHNICAL & OVERSEAS SECURITY PHYSICAL SECURITY DIVISION OFFICE OF THE CHIEF				WASH., D.C.							
11 POSITION TITLE				12 POSITION NUMBER		13 SERVICE DESIGNATION					
PHYSICAL SEC OF				0070		SS					
14 CLASSIFICATION SCHEDULE (GS, LB, etc.)			15 OCCUPATIONAL SERIES		16 GRADE AND STEP		17 SALARY OR RATE				
GS			1810.07		15 8		24393				
18 REMARKS											
SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL											
19 ACTION CODE	20 EMPLOY CODE	21 OFFICE CODING		22 STATION CODE	23 INTEGRAL CODE	24 HOURS CODE	25 DATE OF BIRTH		26 DATE OF GRADE	27 DATE OF LET	
37	10	16240	SEC	75013			01 26 24				
28 TIME EXPIRES		29 SPECIAL REFERENCE		30 RETIREMENT DATA		31 SEPARATION DATA CODE		32 Correction / Cancellation Data		33 SECURITY REG NO	34 SER
								EOD DATA			
35 VET PREFERENCE		36 SERV COMP DATE		37 LONG COMP DATE		38 CAREER CATEGORY		39 REGU HEALTH INSURANCE		40 SOCIAL SECURITY NO	
41 PREVIOUS CIVILIAN GOVERNMENT SERVICE				42 LEAVE CAT CODE		43 FEDERAL TAX DATA		44 STATE TAX DATA			
SIGNATURE OR OTHER AUTHENTICATION											
											

FORM 1150
5-64

Use Previous Edition

SECRET

JLB

Physical Description Summary and Classification

(When Filled In)

050124		16 244 V		TYPE ACTION	
Grade	Step	Grade	Step	Grade	Step
GS-15	7	GS-15	8		
06-18-67	06-18-67	06-18-67	06-18-67	06-18-67	06-18-67
QUALITY STEP INCREASE					
/s/ Robert S. Mattison					
DATE: 10-04-68					
PAY CHANGE NOTIFICATION					

(4-31)

"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: 14 JULY 1968

NAME	SERIAL	ORGN.	FUNDS	GR-STEP	OLD SALARY	NEW SALARY
MCCORD JAMES W JR	058124	16	240	V GS 15 7	\$22,082	\$23,734

"PAY ADJUSTMENT IN ACCORDANCE WITH SALARY SCHEDULES OF PL 90-206 PURSUANT TO AUTHORITY OF DCI AS PROVIDED IN THE CIA ACT OF 1949, AS AMENDED, AND A-DCI DIRECTIVE DATED 8 OCTOBER 1962."

EFFECTIVE DATE OF PAY ADJUSTMENT: 8 OCTOBER 1967

NAME	SERIAL	ORGN.	FUNDS	GR-STEP	OLD SALARY	NEW SALARY
MCCORD JAMES	058124	16	240	V GS 15 7	\$21,192	\$22,082

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

EFFECTIVE DATE OF PAY ADJUSTMENT: 3 JULY 1966

NAME	SERIAL	ORGN.	FUNDS	GR-STEP	OLD SALARY	NEW SALARY
MCCORD JAMES W JR	058124	16	240	V GS 15 5	\$19,415	\$19,979

A 39

1. Serial No.		2. Name		3. Cost Center Number		4. LWOP Hours				
058124		MCCORD JAMES		16 240 V						
5. OLD SALARY RATE				6. NEW SALARY RATE				7. TYPE ACTION		
Grade	Step	Salary	Last EM Date	Grade	Step	Salary	Effective Date	PSI	ISI	ADJ.
GS 15	6	\$20,535	06/20/66	GS 15	7	\$21,192	06/14/67			
8. Remarks and Authentication										
<p>NO EXCESS LWOP IN PAY STATUS AT END OF WAITING PERIOD LWOP STATUS AT END OF WAITING PERIOD CLERKS INITIALS AUDITED BY</p> <p>I CERTIFY THAT THE WORK OF THE ABOVE NAMED EMPLOYEE IS OF AN ACCEPTABLE LEVEL OF COMPETENCE.</p> <p>SIGNATURE: _____ DATE _____</p>										
PAY CHANGE NOTIFICATION										

JUN 14 4 07 PM '67

"PAY ADJUSTMENT IN ACCORDANCE WITH SALARY SCHEDULES OF PL 89-301
PURSUANT TO AUTHORITY OF DCI AS PROVIDED IN THE CIA ACT OF 1949,
AS AMENDED, AND A DCI POLICY DIRECTIVE DATED 6 OCTOBER 1962."

EFFECTIVE DATE OF PAY ADJUSTMENT: 10 OCTOBER 1965

NAME	SERIAL	ORGN.	FUNDS	GR-STEP	OLD SALARY	NEW SALARY
MCCORD JAMES JR	058124	05	240	V GS 15 5	116,740	119,415

1. Serial No.		2. Name		3. Cost Center Number		4. LWOP Hours	
058124		MCCORD, JAMES		16 240 V			
5. OLD SALARY RATE				6. NEW SALARY RATE			
Grade	Step	Salary	Last Eff. Date	Grade	Step	Salary	Effective Date
GS-15	5	81997.5	08/20/65	GS-15	6	820505	08/28/66
7. TYPE ACTION							
8. Remarks and Authorization							
QUALITY STEP INCREASE							
/s/ Emmett D. Bohls							
DISB. 08/18/66							
PAY CHANGE NOTIFICATION							

SECRET
(When Filled In)

NOTIFICATION OF PERSONNEL ACTION							
FILE # (R/31/65)							
1. SERIA. NUMBER		2. NAME (LAST FIRST MIDDLE)					
054124		MCCORD JAMES W JR					
3. NATURE OF PERSONNEL ACTION				4. EFFECTIVE DATE		5. CATEGORY OF EMPLOYMENT	
REASSIGNMENT				MO DA YO 08 24 65			
6. FUNDS		7. COST CENTER NO. CHARGEABLE		8. CS/OC OTHER LEGAL AUTHORITY			
X		V TO V		V TO CF			
CF TO V		CF TO CF		0221 0503 0000			
9. ORGANIZATIONAL DESIGNATIONS				10. LOCATION OF OFFICE/STATION			
DUS/SECURITY				WASH., D.C.			
11. POSITION TITLE				12. POSITION NUMBER		13. CAREER SERVE DESIGNATION	
ELECT ENG AUDIO SUPP				0642		S3	
14. CLASSIFICATION SCHEDULE (GS, LB, etc.)		15. OCCUPATIONAL SERIES		16. GRADE AND STEP		17. SALARY GRADE	
GS		0652.21		19			
18. REMARKS							
SIGNATURE OR OTHER AUTHENTICATION							
<div style="float: right; border: 1px solid black; padding: 5px;"> <p>POSTED</p> <p><i>J. L. S. Han</i></p> </div>							

RZR: 23 JUL 65

SECRET
(When Filled In)

OCF NOTIFICATION OF PERSONNEL ACTION

1. SERIAL NUMBER 058124		2. NAME (LAST FIRST MIDDLE) MCCORD JAMES W JR	
3. NATURE OF PERSONNEL ACTION REASSIGNMENT		4. EFFECTIVE DATE 07 23 65	
5. CATEGORY OF EMPLOYMENT REGULAR		6. COST CENTER NO. CHARGEABLE 6271 0208 0000	
7. CSO OR OTHER LEGAL AUTHORITY 50 USC 403 J		8. FUND X	
9. ORGANIZATIONAL DESIGNATIONS DOS/OFFICE OF SECURITY TECHNICAL DIVISION OFFICE OF THE CHIEF		10. LOCATION OF OFFICIAL STATION WASH., D.C.	
11. POSITION TITLE ELECT ENG AUDIO SUPP		12. POSITION NUMBER 0642	
13. SERVICE DESIGNATION SS		14. CLASSIFICATION SCHEDULE (GS, LB, etc.) GS	
15. OCCUPATIONAL SERIES 0855.21		16. GRADE AND STEP 15 5	
17. SALARY OR RATE 18740		18. REMARKS	

SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL

19. ACTION CODE 37	20. EMPLOY CODE 10	21. OFFICE CODING NUMERIC: 16360 ALPHABETIC: SEC		22. STATION CODE 75013	23. INTEGRATE CODE	24. HQ/IN CODE 1	25. DATE OF BIRTH 01 26 24		26. DATE OF GRADE		27. DATE OF LEI				
28. NTE EXPIRES		29. SPECIAL REFERENCE		30. RETIREMENT DATA		31. SEPARATION DATA CODE		32. CORRECTION/CANCELLATION DATA		33. SECURITY REQ NO.		34. SER			
35. VET. PREFERENCE		36. SERV. COMP. DATE		37. LONG COMP. DATE		38. CAREER CATEGORY		39. FEGLI / HEALTH INSURANCE		40. SOCIAL SECURITY NO.					
41. PREVIOUS GOVERNMENT SERVICE DATA				42. LEAVE CAT				43. FEDERAL TAX DATA				44. STATE TAX DATA			

EOD DATA

SIGNATURE OR OTHER AUTHENTICATION

[Handwritten Signature]

FCOM 1150 11-62

Use Previous Edition

SECRET

GROUP 1 Excluded from automatic downgrading and declassification

(When Filled In)

37

JUN 23 12 24 PM '65

1. Serial No		2. Name		3. Cost Center Number		4. LWOP Hours	
098124		MCCORD JAMES W JR		16 100 V			
5. OLD SALARY RATE							
Grade	Step	Salary	Last EM Date	Grade	Step	Salary	Effective Date
GS 15	4	\$18,170	06/23/63	GS 15	5	\$18,740	06/20/65
6. NEW SALARY RATE							
7. TYPE ACTION							
PSI ISI ADI							
8. Remarks and Authorization							
<input checked="" type="checkbox"/> NO EXCESS LWOP <input checked="" type="checkbox"/> IN PAY STATUS AT END OF WAITING PERIOD <input checked="" type="checkbox"/> LWOP STATUS AT END OF WAITING PERIOD CLERK'S INITIALS <i>MM</i> AUDITED BY <i>MM</i> I CERTIFY THAT THE WORK OF THE ABOVE NAMED EMPLOYEE IS OF AN ACCEPTABLE LEVEL OF COMPETENCE. SIGNATURE: <i>MM</i> DATE: <i>8/10/65</i> PAY CHANGE NOTIFICATION							

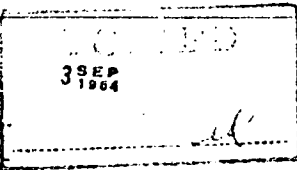
Form 9-61 566

Obsolete Previous Edition

(4-31)

SECRET
(When Filled In)

DD: 14 AUG 64

NOTIFICATION OF PERSONNEL ACTION												
OCF												
1. SERIAL NUMBER		2. NAME (LAST-FIRST MIDDLE)										
052124		MCCORD JAMES W JR										
3. NATURE OF PERSONNEL ACTION				4. EFFECTIVE DATE		5. CATEGORY OF EMPLOYMENT						
REASSIGNMENT AND TRANSFER TO VOUCHERED FUNDS				08 16 64		REGULAR						
6. FUNDS		V TO V		V TO CF		7. COST CENTER NO. (CHARGEABLE)		8. CSC OF OTHER LEGAL AUTHORITY				
X		CF TO V		CF TO CF		5271 0100 0000		50 USC 403 J				
9. ORGANIZATIONAL DESIGNATIONS						10. LOCATION OF OFFICIAL STATION						
DDS OFFICE OF SECURITY EXECUTIVE STAFF						WASH., D. C.						
11. POSITION TITLE				12. POSITION NUMBER		13. SERVICE DESIGNATION						
SECURITY OFFICER				0032		SS						
14. CLASSIFICATION SCHEDULE (GS, LB, etc.)			15. OCCUPATIONAL SERIES		16. GRADE AND STEP		17. SALARY OR RATE					
GS			1810.01		15 4		18170					
18. REMARKS												
SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL												
19. ACTION CODE	20. EMPLOY CODE	21. OFFICE CODING		22. STATION CODE	23. INTEGREE CODE	24. MGRS. CODE	25. DATE OF BIRTH		26. DATE OF GRADE		27. DATE OF LEI	
16	10	NUMERIC	ALPHABETIC	75013	1	01 26 24	NO.	DA.	YR.	NO.	DA.	YR.
28. DUE EXPIRES	29. SPECIAL REFERENCE	30. RETIREMENT DATA		31. SEPARATION DATA CODE	32. CORRECTION/CANCELLATION DATA		33. SECURITY REG NO.		34. SER			
NO.	DA.	YR.	1. CSC	2. PICA	3. NONE	TYPE	NO.	DA.	YR.	EOD DATA	NO.	SER
35. VET PREFERENCE		36. SERV. COMP. DATE		37. LONG COMP. DATE		38. CAREER CATEGORY		39. FEGLI / HEALTH INSURANCE		40. SOCIAL SECURITY NO.		
CODE	0 - NONE	1 - 5 PT	2 - 10 PT	NO.	DA.	YR.	CODE	0 - WAIVER	1 - YES	HEALTH INS CODE	NO.	
41. PREVIOUS GOVERNMENT SERVICE DATA				42. LEAVE CAT. CODE	43. FEDERAL TAX DATA		44. STATE TAX DATA					
CODE	0 - NO PREVIOUS SERVICE	1 - NO BREAK IN SERVICE	2 - BREAK IN SERVICE (LESS THAN 3 YRS)	CODE	FORM EXECUTED	CODE	NO. TAX EXEMPTIONS	FORM EXECUTED	CODE	NO. TAX EXEMP.	STATE CODE	CODE
1	2	3	1	1 - YES	2 - NO	1 - YES	2 - NO	1 - YES	2 - NO	1 - YES	2 - NO	1 - YES
SIGNATURE OR OTHER AUTHENTICATION												
FROM: EE G												

FORM 11-62 1150

Use Previous Edition

SECRET 20 AUG 1964

GPO: P 1
Excluded from automatic
downgrading and
declassification

(When Filled In)

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

NAME	SERIAL	ORGN	FUNDS	GR-ST	OLD SALARY	NEW SALARY
MCCORD JAMES W JR	058124	44	400	CF GS 15 4	\$16,005	\$17,210

1. Serial No.		2. Name		3. Cost Center Number		4. LWOP Hours				
058124		MCCORD JAMES W JR		54 460 CF						
5. OLD SALARY RATE				6. NEW SALARY RATE				7. TYPE ACTION		
Grade	Step	Salary	Last Eff. Date	Grade	Step	Salary	Effective Date	PSI	LSI	ADJ.
GS 15	3	\$15,525	06/24/62	GS 15	4	\$16,005	06/23/63			
8. Remarks and Authorization										
/ / NO EXCESS LWOP / / IN PAY STATUS AT END OF WAITING PERIOD / / LWOP STATUS AT END OF WAITING PERIOD CLEMS INITIALS AUDITED BY										
I CERTIFY THAT THE WORK OF THE ABOVE NAMED EMPLOYEE IS OF AN ACCEPTABLE LEVEL OF COMPETENCE.										
SIGNATURE: <i>[Signature]</i> DATE: <i>5 June 63</i>										
PAY CHANGE NOTIFICATION										

2
 133
 6/18/63
 6/27/63
 6/27/63

Form 9-61 560

Carriers Previous Edition

(4-51)

IN ACCORDANCE WITH THE PROVISIONS OF PUBLIC LAW 87-793 AND DCI MEMORANDUM DATED 1 AUGUST 1956, SALARY IS ADJUSTED AS FOLLOWS, EFFECTIVE 14 OCTOBER 1962

NAME	SERIAL	ORGN	FUNDS	GR-ST	OLD SALARY	NEW SALARY
MCCORD JAMES W JR	058124	54460	CF	15 3	\$14380	\$15525

058124 MCCORD JAMES W JR 24 175

GS 15 2 \$14,055 12/25/60 GS 15 3 \$14,300 05/24/61

Remarks and Authentication

to UV 5/27/60 2 133

✓ NO EXCESS LWOP / / EXCESS LWOP

/ / IN PAY STATUS AT END OF WAITING PERIOD

/ / IN LWOP STATUS AT END OF WAITING PERIOD

CLERK'S INITIALS: [Signature] AUDITED BY: [Signature]

PAY CHANGE NOTIFICATION

Form 9-61 560 Obsolete Previous Edition (4-51)

SECRET
(WHEN FILLED IN)

1. EMP. SERIAL NO.		2. NAME			3. ASSIGNED ORGN.		4. FUNDS		5. ALLOTMENT		
158124		MCCORD JAMES W JR			DPS/SEC 1		V-20				
6. OLD SALARY RATE				7. NEW SALARY RATE							
GRADE	STEP	SALARY	LAST EFFECTIVE DATE			GRADE	STEP	SALARY	EFFECTIVE DATE		
			MO.	DA.	YR.				MO.	DA.	YR.
GS 15	1	\$13,730	06	20	59	GS 15	2	\$14,055	12	25	60
TO BE COMPLETED BY THE OFFICE OF COMPTROLLER											
8. CHECK ONE <input checked="" type="checkbox"/> NO EXCESS LWOP <input type="checkbox"/> EXCESS LWOP						9. NUMBER OF MOES LWOP					
IF EXCESS LWOP, CHECK FOLLOWING:						10. INITIALS OF CLERK			11. AUDITED BY		
<input type="checkbox"/> IN PAY STATUS AT END OF WAITING PERIOD											
<input type="checkbox"/> IN LWOP STATUS AT END OF WAITING PERIOD											
TO BE COMPLETED BY THE OFFICE OF PERSONNEL											
12. TYPE OF ACTION						13. REMARKS					
<input type="checkbox"/> P.S.I. <input type="checkbox"/> L.S.I. <input type="checkbox"/> PAY ADJUSTMENT											
14. AUTHENTICATION											
<p>CLERK'S INITIALS: [Signature] AUDITED BY: [Signature]</p> <p>PAY CHANGE NOTIFICATION</p>											

FORM 560 OBSOLETE PREVIOUS EDITION

IN ACCORDANCE WITH THE PROVISIONS OF P. L. 86-563 AND DCI MEMO DATED 1 AUGUST 1956, SALARY IS ADJUSTED AS FOLLOWS EFFECTIVE 10 JULY 1960.

SD	NAME	SERIAL	ORGN	GR-ST	OLD SALARY	NEW SALARY
SS	MCCORD JAMES W JR	158124	31 12	GS-15 1	\$12,770	\$13,730

/S/ EMMETT D. ECHOLS
DIRECTOR OF PERSONNEL

SECRET
(WHEN FILLED IN)

1. EMP. SERIAL NO. 159126		2. NAME MCCORD JAMES W JR			3. ASSIGNED ORGAN DMS/SEC 1		4. FUNDS V-20	5. ALLOTMENT			
6. OLD SALARY RATE					7. NEW SALARY RATE						
GRADE	STEP	SALARY	LAST EFFECTIVE DATE			GRADE	STEP	SALARY	EFFECTIVE DATE		
			MO.	DA.	YR.				MO.	DA.	YR.
GS 14	2	11,596	12	29	57	GS 14	3	11,835	06	28	59
TO BE COMPLETED BY THE OFFICE OF THE COMPTROLLER											
8. CHECK ONE <input checked="" type="checkbox"/> NO EXCESS LWOP <input type="checkbox"/> EXCESS LWOP						9. NUMBER OF HOURS LWOP					
IF EXCESS LWOP, CHECK FOLLOWING: <input type="checkbox"/> IN PAY STATUS AT END OF WAITING PERIOD <input type="checkbox"/> IN LWOP STATUS AT END OF WAITING PERIOD						10. INITIALS OF CLERK			11. AUDITED BY		
TO BE COMPLETED BY THE OFFICE OF PERSONNEL											
12. PROJECTED SALARY RATE AND EFFECTIVE DATE						13. REMARKS					
GRADE	STEP	SALARY	MO.	DA.	YR.						
14. AUTHENTICATION											

FORM NO. 560b
1 MAR. 56

SECRET

PERSONNEL FOLDER (4)

PSC: 24 MAY 62

SECRET
(When Filled In)

NOTIFICATION OF PERSONNEL ACTION												
1. SERIAL NUMBER		2. NAME (LAST FIRST MIDDLE)										
058124		MCCORD JAMES W JR										
3. NATURE OF PERSONNEL ACTION				4. EFFECTIVE DATE		5. CATEGORY OF EMPLOYMENT						
REASSIGNMENT AND TRANSFER TO CONFIDENTIAL FUNDS				MO DA 'YY 05 27 62		REGULAR						
6. FUNDS		7. COST CENTER NO. CHARGEABLE		8. ESC OR OTHER LEGAL AUTHORITY								
V TO V EF TO V		X V TO EF EF TO EF		2129 9300 1017		50 USC 403 J						
9. ORGANIZATIONAL DESIGNATIONS				10. LOCATION OF OFFICIAL STATION								
DOP EE GERMAN STATION DEPUTY FOR COMBINED SERVICES SECURITY BRANCH				FRANKFURT, GERMANY								
11. POSITION TITLE				12. POSITION NUMBER		13. CAREER SERVICE DESIGNATION						
SECURITY OFFICER				0363		SS						
14. CLASSIFICATION SCHEDULE (GS, LR, etc.)		15. OCCUPATIONAL SERIES		16. GRADE AND STEP		17. SALARY OR RATE						
GS		1810.01		15 2		14055						
18. REMARKS												
SUBJECT TO APPROVED MEDICAL CLEARANCE PRIOR TO BEING SENT OVERSEAS.												
SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL												
19. ACTION CODE	20. EMPLOY CODE	21. OFFICE CODING		22. STATION CODE	23. INTEGRITY CODE	24. MGRS CODE	25. DATE OF BIRTH		26. DATE OF GRADE		27. DATE OF LEI	
20	10	54460 EE		27015		3	MO DA 'YY 01 26 24					
28. NOTE EXPIRES		29. SPECIAL REFERENCE		30. RETIREMENT DATA		31. SEPARATION DATA CODE		32. CORRECTION CANCELLATION DATA		33. SECURITY REQ. NO		34. SEX
MO DA 'YY				1 - CSC 2 - FICA 3 - NONE				EOD DATA				
35. VET PREFERENCE		36. SERV. COMP. DATE		37. LONG. COMP. DATE		38. MIL. SERV. CREDIT/LCD		39. FEELI / HEALTH INSURANCE		40. SOCIAL SECURITY NO.		
2024 0 - NONE 1 - 5 PT 2 - 10 PT						1 - YES 2 - NO		CODE 0 - WAIVER 1 - YES				
41. PREVIOUS GOVERNMENT SERVICE DATA				42. LEAVE CAT. CODE		43. FEDERAL TAX DATA		44. STATE TAX DATA				
2024 0 - NO PREVIOUS SERVICE 1 - NO BREAK IN SERVICE 2 - BREAK IN SERVICE (LESS THAN 12 MOS) 3 - BREAK IN SERVICE (MORE THAN 12 MOS)						FORM EXECUTED 1 - YES 2 - NO		CODE NO TAX EXEMPTIONS FORM EXECUTED 1 - YES 2 - NO				
SIGNATURE OR OTHER AUTHENTICATION												
<div style="border: 1px solid black; padding: 5px; display: inline-block;"> <p style="margin: 0;">TOS: 50</p> <p style="margin: 0;">MAY 1962</p> <p style="margin: 0;">60</p> </div>												

SECRET
(When Filled In)

NOTIFICATION OF PERSONNEL ACTION													
JEC:25 JUN 57													
1. Serial No.		2. Name (Last-First-Middle)				3. Date of Birth		4. Vet. Prof.		5. Sex		6. CS - FOD	
158124		MCCORD JAMES W JR				01 20 24		5 Pt-1 13 Pt-8		M 1		03 22 51	
7. SS		8. CSC Point		9. CSC Or Other Legal Authority		10. Agent Address			11. FEGLI		12. LCD		13. Other Info
03 27 45		No-2 1		50 USCA 403 J		Mo. Da. Yr.			Yes-1 Code		Mo. Da. Yr.		Yes-1 Code
						Mo. Da. Yr.			No-8		03 22 51		No-2 2

PREVIOUS ASSIGNMENT

14. Organizational Designations				Code	15. Location Of Official Station				Station Code		
DDS OFFICE OF SECURITY SECURITY RESEARCH STAFF OFFICE OF THE CHIEF				3112	WASH., D.C.				75013		
16. Dept. - Fine		17. Position Title			18. Position No.		19. Serv.	20. Occup. Series			
Dept - 2 USStd - 4 Prgr - 3		SECURITY OFFICER			0365		GS	1810.01			
21. Grade & Series		22. Salary Or Rate		23. SD	24. Date Of Grade		25. PSI Due		26. Appropriation Number		
14 3		\$11035		SS	07 01 56		06 28 55		9 7100 20 001		

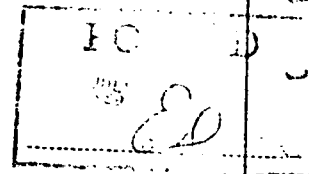
ACTION

27. Nature Of Action		Code	28. Eff. Date		29. Type Of Employee			Code	30. Separation Data	
PROMOTION		30	06 23 57		REGULAR			01		

PRESENT ASSIGNMENT

31. Organizational Designations				Code	32. Location Of Official Station				Station Code		
DDS OFFICE OF SECURITY SECURITY RESEARCH STAFF OFFICE OF THE CHIEF				3112	WASH., D. C.				75013		
33. Dept. - Fine		34. Position Title			35. Position No.		36. Serv.	37. Occup. Series			
Dept - 2 USStd - 4 Prgr - 6		SECURITY OFFICER			0365		GS	1810.01			
38. Grade & Series		39. Salary Or Rate		40. SD	41. Date Of Grade		42. PSI Due		43. Appropriation Number		
15 1		\$12770		SS	06 20 57		12 28 55		9 7100 20 001		

44. Remarks



SECRET
(When Filled In)

NOTIFICATION OF PERSONNEL ACTION													
AES: 4 FEB 1959													
1. Serial No.		P. Name (Last-First-Middle)				3. Date Of Birth			4. Vac. Prod.		5. Sex	6. Cr. Exp.	
158124		MCCORD JAMES W JR				01 26 24			5 Dr-1 10 Dr-2 1		M 1	08 22 51	
7. SC5		8. CSC Form.		9. CSC Or Other Legal Authority		10. Appt. Affidav.			11. FE-11		12. LCD		
03 27 45		Yes-1 No-2 1		50 USCA 403		Mo. Da. Yr.			Yes-1 No-2		Mo. Da. Yr. Yes-1 No-2 2		

PREVIOUS ASSIGNMENT

14. Organizational Designations				Code		15. Location Of Official Station				Station Code	
DDS OFFICE OF SECURITY INSPECTION STAFF				3110		WASH., D.C.				75013	
16. Dept. - Field		17. Position Title				18. Position No.		19. Serv.		20. Circul. Series	
Dept - 2 USfld - 4 Frqn - 6		2 INVESTIGATOR				0033		GS		1810.22	
21. Grade & Step		22. Salary Or Rate		23. SD		24. Date Of Grade		25. PSI Due		26. Appropriation Number	
14 2		\$11,595		SS		07 01 56		06 28 59		9 7101 20	

ACTION

27. Nature Of Action		Code		28. Eff. Date		29. Type Of Employee		Code		30. Separation Data	
REASSIGNMENT		56		02 104 59		REGULAR		01			

PRESENT ASSIGNMENT

31. Organizational Designations				Code		32. Location Of Official Station				Station Code	
DDS OFFICE OF SECURITY SECURITY RESEARCH STAFF OFFICE OF THE CHIEF				3112		WASH., D.C.				75013	
33. Dept. - Field		34. Position Title				35. Position No.		36. Serv.		37. Occup. Series	
Dept - 2 USfld - 4 Frqn - 6		2 SECURITY OFFICER				0365		GS		1810.01	
38. Grade & Step		39. Salary Or Rate		40. SD		41. Date Of Grade		42. PSI Due		43. Appropriation Number	
14 2		\$11535		SS		07 101 56		06 128 59		9 7100 20 001	
44. Remarks											
<div style="text-align: center; border: 1px solid black; padding: 10px; width: fit-content; margin: auto;"> <p>RECEIVED</p> <p>171120-16517</p> </div>											

S E C R E T

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

NAME	SERIAL	GRADE-STEP	OLD SALARY	NEW SALARY
MCCORD JAMES W JR	15812A	GS-14-2	\$10,535	\$11,595

GORDON M. STEWART
/S/ DIRECTOR OF PERSONNEL

S E C R E T

SECRET
(When Filled In)

NOTIFICATION OF PERSONNEL ACTION															
LVL 29 JULY 58															
1. Serial No.		2. Name (Last-First-Middle)				3. Date Of Birth			4. Vet. Prd.		5. Sex		6. Civil Serv		
158124		MCCORD JAMES W JR				01 26 24			None		M 1		GS 22 51		
7. SCD		8. CSC Reint.		9. CSC Or Other Legal Authority		10. Agent Allidgy.		11. FEGLI		12. LGS		13. Civil Serv			
Mo. Da. Yr.		Yes-1 Code		No-2		Mo. Da. Yr.		Yes-1 Code		No-2		Mo. Da. Yr.			
03 27 45		1		50 USCA 403						08 22 51		11-2 2			

PREVIOUS ASSIGNMENT

14. Organizational Designations			Code		15. Location Of Official Station			Section Code	
ODS OFFICE OF SECURITY SECURITY RESEARCH STAFF OFFICE OF THE CHIEF					WASH., D.C.				
16. Dept. - Field		17. Position Title			18. Position No.		19. Salary		20. Comp. Series
Dept - 2 Field - 4 Frgh - 6		SEC OF			0365		GS		1810.01
21. Grade & Step		22. Salary Or Rate		23. SO	24. Date Of Grade			25. Approp. Number	
14 2		\$11,595		SS	Mo. Da. Yr. Mo. Da. Yr.			9 7101 20	

ACTION

27. Nature Of Action		Code	28. Eff. Date		29. Type Of Employee		30. Separation Data	
REASSIGNMENT		56	07 29 58		REGULAR		01	

PRESENT ASSIGNMENT

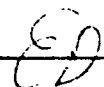
31. Organizational Designations			Code		32. Location Of Official Station			Section Code	
ODS OFFICE OF SECURITY INSPECTION STAFF			3110		WASH., D.C.			75013	
33. Dept. - Field		34. Position Title			35. Position No.		36. Salary		37. Comp. Series
Dept - 2 Field - 4 Frgh - 6		INVESTIGATOR			0033		GS		1810.22
38. Grade & Step		39. Salary Or Rate		40. SO	41. Date Of Grade			42. App. Due	
14 2		\$11,595		SS	Mo. Da. Yr. Mo. Da. Yr.			07 01 56 06 28 59	

44. Remarks

AUG 5 1958

[Signature]

SECRET
(WHEN FILLED IN)

1. EMP SERIAL NO		2. NAME			3. ASSIGNED ORGAN.		4. FUNDS	5. ALLOTMENT			
158124		MCCORD JAMES W JR			DDS/SEC /		V-20				
6. OLD SALARY RATE						7. NEW SALARY RATE					
GRADE	STEP	SALARY	LAST EFFECTIVE DATE			GRADE	STEP	SALARY	EFFECTIVE DATE		
			MO.	DA.	YR.				MO.	DA.	YR.
14	1	\$10,320	07	01	56	14	2	\$10,535	12	29	57
REMARKS											
CERTIFICATION											
I CERTIFY THAT THE SERVICE AND CONDUCT OF THE ABOVE NAMED EMPLOYEE ARE SATISFACTORY.											
TYPED OR PRINTED NAME OF SUPERVISOR				DATE		SIGNATURE OF SUPERVISOR					
				11/8/57							
PERIODIC STEP INCREASE - CERTIFICATION											

FORM NO. 560
1 MAR. 56

SECRET

PERSONNEL FOLDER (4)

CENTRAL INTELLIGENCE AGENCY

NOTIFICATION OF PERSONNEL ACTION

1. NAME (LAST-FIRST-MIDDLE-INITIALS AND SUFFIXES) MR. JAMES W. MCCORD, JR.		2. DATE OF BIRTH 157124 26 Jan 1924	3. JOURNAL OR ACTION NO.	4. DATE 14 June 1957
This is to notify you of the following action affecting your employment:				
5. NATURE OF ACTION (USE STANDARD TERMINOLOGY) REASSIGNMENT		6. EFFECTIVE DATE 16 June 1957	7. CIVIL SERVICE OR OTHER LEGAL AUTHORITY 50 U.S.C. 403 J	
FROM Investigator (CI) T367 OS-1310.22-14 \$10320.00 per annum Internal Branch		8. POSITION TITLE Security Officer T365-14 OS-1310.01-14 \$10320.00 per annum	9. SERVICE, SER. GRADE, SALARY	
10. ORGANIZATIONAL DESIGNATIONS 311201		11. HEADQUARTERS Washington, D. C.		
12. FIELD OR DEPT'L <input type="checkbox"/> FIELD <input checked="" type="checkbox"/> DEPARTMENTAL		12. FIELD OR DEPT'L <input type="checkbox"/> FIELD <input checked="" type="checkbox"/> DEPARTMENTAL		
13. VETERAN'S PREFERENCE NONE <input type="checkbox"/> WWII <input type="checkbox"/> OTHER <input checked="" type="checkbox"/> 5-PT <input type="checkbox"/> 10-POINT		14. POSITION CLASSIFICATION ACTION NEW <input type="checkbox"/> VICE <input type="checkbox"/> I. A. <input type="checkbox"/> REAL <input type="checkbox"/> SD/SS		
15. APPROPRIATION FROM: 7-7101-20 TO: 8000 750-13		17. SUBJECT TO C & S RETIREMENT ACT (YES-NO) Yes	18. DATE OF APPOINTMENT AFFIDAVIT (EXCEPTIONS ONLY)	19. LEGAL RESIDENCE <input type="checkbox"/> CLAIMED <input type="checkbox"/> PROVED STATE:
20. REMARKS: 2 EOD 08/22/51 <div style="border: 1px solid black; padding: 5px; text-align: center; width: fit-content; margin: 0 auto;">POSTED</div>				
ENTRANCE PERFORMANCE RATING: Director of Personnel				

4. PERSONNEL FOLDER COPY

773 6/17/51

CENTRAL INTELLIGENCE AGENCY

NOTIFICATION OF PERSONNEL ACTION

1. NAME (LAST-FIRST-MIDDLE-ONE GIVEN NAME, INITIALS, AND SURNAME) W. L. MC COY, Jr.		2. DATE OF BIRTH 26 Jan 1924	3. JOURNAL OR ACTION NO. & DATE 158124 25 Jan 1956												
4. NATURE OF ACTION (USE STANDARD TERM/VOLUNTARY) PROMOTION				6. EFFECTIVE DATE 1 Jul 1956	7. CIVIL SERVICE OR OTHER LEGAL AUTHORITY 50 USC 401(j)										
8. POSITION TITLE Investigator (CI)		9. SERVICE SERIES, GRADE, SALARY GS-1810, 24-13 \$9205.00 per annum		10. ORGANIZATIONAL DESIGNATIONS 311230											
11. HEADQUARTERS 2		12. FIELD OR DEPTL. 2		13. VETERAN'S PREFERENCE <table border="1"><tr><td>NONE</td><td>WWII</td><td>OTHER</td><td>5-PT.</td><td>10-POINT</td></tr><tr><td></td><td></td><td></td><td></td><td></td></tr></table>		NONE	WWII	OTHER	5-PT.	10-POINT					
NONE	WWII	OTHER	5-PT.	10-POINT											
14. POSITION CLASSIFICATION ACTION SD-SS		15. SEX M		16. APPROPRIATION 7-7101-20											
17. SUBJECT TO C. S. RETIREMENT ACT (YES-NO) Yes		18. DATE OF APPOINTMENT AFFIDAVIT (ACCLASSION ONLY)		19. LEGAL RESIDENCE <input type="checkbox"/> CLAIMED <input type="checkbox"/> PROVED STATE:											
20. REMARKS: Base 750-13 2 ROD 08/22/51															

ENTRANCE PERFORMANCE RATING:
Director of Personnel

4. PERSONNEL FOLDER COPY

U. S. GOVERNMENT PRINTING OFFICE 1950 - 280000

7-6-56

POSTED
6 JUL 1956
[Signature]

PERIODIC STEP INCREASE CIRCUMSTANCES

CONFIDENTIAL

U. S. GOVERNMENT PRINTING OFFICE 1954-920090

1. Agency and organizational designation		7. Payroll period	3. Block No. 7103	4. Slip No.
5. Employee's name (and social security account number when appropriate) McCord, James Walter		6. Grade and salary GS-13 - \$2700.00		Vouchered

PAYROLL CHANGE DATA											
	BASE PAY	OVERTIME	GROSS PAY	RET.	FEDERAL TAX	BOND	F. I. C. A.	STATE TAX	GROUP LIFE INS.		NET PAY
7. Previous normal											
8. New normal											
9. Pay this period											

10. Remarks		11. Appropriation 08 - 1	12. Prepared by MG - 10/24/55
			13. Audited by

Periodic step-increase Pay adjustment Other step-increase

14. Effective date Dec 55	15. Date last equivalent increase Jun 54	16. Old salary rate \$2700.00	17. New salary rate \$2905.00	18. Performance rating is satisfactory or better Satisfactory
------------------------------	---	----------------------------------	----------------------------------	--

19. LWOP data (Fill in appropriate spaces covering LWOP during following period(s))

No excess LWOP. Total excess LWOP

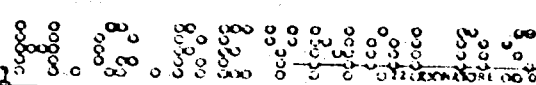

STANDARD FORM NO. 1126a—Revised
Form prescribed by Comp. Gen., U. S.
October 20, 1954, General Regulations No. 102

(Check applicable box in case of excess LWOP)
 If pay status at end of LWOP period is
 LWOP due to (a) end of working period
 Initials of Clerk whp

PAYROLL CHANGE SLIP — PERSONNEL COPY

CENTRAL INTELLIGENCE AGENCY

NOTIFICATION OF PERSONNEL ACTION

1. NAME (MR.-MISS.-MRS.—ONE GIVEN NAME, INITIALS, AND SURNAME) Mr. James H. McCord, Jr.		2. DATE OF BIRTH 26 Jan 1924	3. JOURNAL OR ACTION NO.	4. DATE 21 May 1955																				
This is to notify you of the following action affecting your employment:																								
5. NATURE OF ACTION (USE STANDARD TERMINOLOGY) Reassignment		6. EFFECTIVE DATE 8 May 1955	7. CIVIL SERVICE OR OTHER LEGAL AUTHORITY 50 USCA 4031																					
FROM		TO																						
Security Officer GS-1110.01-13 DIA/Security Office Office of the Chief		8. POSITION TITLE Security Res Spec	T-405																					
		9. SERVICE, SERIES, GRADE, SALARY GS-1110.24-13	\$2350.00 p.a.																					
		10. ORGANIZATIONAL DESIGNATIONS DIC/Office of Security Security Research Staff External Branch																						
		11. HEADQUARTERS Washington, D. C.																						
<input type="checkbox"/> FIELD	<input type="checkbox"/> DEPARTMENTAL	12. FIELD OR DEPTL	<input type="checkbox"/> FIELD	<input checked="" type="checkbox"/> DEPARTMENTAL																				
13. VETERAN'S PREFERENCE		14. POSITION CLASSIFICATION ACTION																						
<table border="1"> <tr> <td>None</td> <td>WWII</td> <td>OTHER</td> <td>S-PT.</td> <td colspan="2">10-POINT</td> </tr> <tr> <td></td> <td></td> <td></td> <td></td> <td>DISAB</td> <td>OTHER</td> </tr> </table>	None	WWII	OTHER	S-PT.	10-POINT						DISAB	OTHER	<table border="1"> <tr> <td>NEW</td> <td>VICE</td> <td>L.A.</td> <td>REAL.</td> </tr> <tr> <td></td> <td></td> <td></td> <td></td> </tr> </table>			NEW	VICE	L.A.	REAL.					
None	WWII	OTHER	S-PT.	10-POINT																				
				DISAB	OTHER																			
NEW	VICE	L.A.	REAL.																					
15. SEX <input checked="" type="checkbox"/> M <input type="checkbox"/> F	16. RACE <input type="checkbox"/> W <input type="checkbox"/> N	17. APPROPRIATION FROM: 5-7101-30 TO:	18. SUBJECT TO C. S. RETIREMENT ACT (YES-NO) Yes	19. DATE OF APPOINTMENT AFFIDAVIT (ACCESSIONS ONLY)	20. LEGAL RESIDENCE <input type="checkbox"/> CLAIMED <input type="checkbox"/> PROVED STATE: Texas																			
21. REMARKS: This action is subject to all applicable laws, rules, and regulations and may be subject to investigation and approval by the United States Civil Service Commission. The action may be corrected or canceled if not in accordance with all requirements.																								
<div style="border: 1px solid black; padding: 5px; width: fit-content; margin: auto;"> <p style="text-align: center; font-weight: bold;">COPIED</p> <p style="text-align: center;">8 JUN 1955</p> </div>																								
ENTRANCE PERFORMANCE RATING: 																								
Director of Personnel  _____																								

4. PERSONNEL FOLDER COPY

17 5/24/55

CENTRAL INTELLIGENCE AGENCY

NOTIFICATION OF PERSONNEL ACTION

Jan

1. NAME (MR - MISS - MRS - ONE GIVEN NAME, INITIALS AND SURNAME) Mr. James W. McCord, Jr.		2. DATE OF BIRTH 26 Jan 1924	3. JOURNAL OR ACTION NO.	4. DATE 6 June 1954
<i>This is to notify you of the following action affecting your employment:</i>				
5. NATURE OF ACTION (USE STANDARD TERMINOLOGY) Promotion		6. EFFECTIVE DATE 6 June 1954	7. CIVIL SERVICE OR OTHER LEGAL AUTHORITY 50 USCA 403 J	
FROM		TO		
Investigator T 297.01 GS-1810.22-12 \$7240.00 per annum		Security Officer T 405 GS-1810.01-13 \$8360.00 per annum		
8. POSITION TITLE		9. SERVICE, SERIES, GRADE, SALARY		
Special Security Division Operations Branch Office of the Chief		DIA/Security Office Office of the Chief		
10. ORGANIZATIONAL DESIGNATIONS		11. HEADQUARTERS Washington, B. C.		
<input type="checkbox"/> FIELD	<input type="checkbox"/> DEPARTMENTAL	<input type="checkbox"/> FIELD		<input checked="" type="checkbox"/> DEPARTMENTAL
13. VETERAN'S PREFERENCE		14. POSITION CLASSIFICATION ACTION		
NONE <input type="checkbox"/> WWI <input type="checkbox"/> OTHER <input type="checkbox"/> 5-PT. <input type="checkbox"/> 15-POINT <input checked="" type="checkbox"/>		NEW <input type="checkbox"/> VICE <input type="checkbox"/> I.A. <input type="checkbox"/> REAL <input type="checkbox"/>		
15. SEX <input checked="" type="checkbox"/> M <input type="checkbox"/> F		16. APPROPRIATION FROM: 4-7103-EO TO: 4-7101-EO		17. DATE OF APPOINTMENT AFFIDAVIT (ACCESSIONS ONLY) Yes
18. SUBJECT TO C. S. RETIREMENT ACT (YES/NO) Yes		19. LEGAL RESIDENCE <input type="checkbox"/> CLAIMED <input type="checkbox"/> PROVED STATE: Texas		
20. REMARKS: This action is subject to all applicable laws, rules, and regulations and may be subject to investigation and approval by the United States Civil Service Commission. The action may be corrected or canceled if not in accordance with all requirements.				
ENTRANCE PERFORMANCE RATING: Deputy Assistant Director for Personnel				
SIGNATURE OR OTHER AUTHENTICATION				

4. PERSONNEL FOLDER COPY

1. Agency and organizational designation

2. Employee's name (and social security account number when appropriate)
McCORD, JAMES WALTER

3. Pay period
12/1

4. Block No.
6-7103-20

5. Grade and salary
GS 12 \$7010.00

PAY ROLL CHANGE DATA

	BASE PAY	OVERTIME		GROSS PAY	RET.	TAX	BOND	F. I. C. A.		NET PAY
7. Previous period										
8. New period										
9. Pay this period										

10. Remarks

11. Appropriations
SECURITY 7

12. Prepared by
rea/3/10/51

13. Audited by

Periodic step increase Pay adjustment Other step increase Other

14. Effective date
6/1/51

15. Date last equivalent raise
7/25/52

16. Old salary rate
\$7010.00

17. New salary rate
\$7210.00

18. Performance rating is satisfactory or better.

19. LWOP data (Fill in app. circle spaces covering LWOP during following periods):

No excess LWOP Total excess LWOP

(Check applicable box in case of excess LWOP)
 to to to

Signature or other authentication: *[Signature]*

Initials of Clerk: *[Initials]*

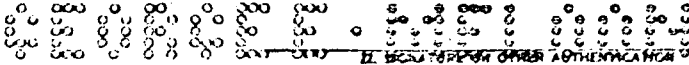
NOTIFICATION OF PERSONNEL ACTION

200

1. NAME (MR - MISS - MRS - ONE GIVEN NAME, INITIAL(S), AND SURNAME) Mr. James V. McCord, Jr.		2. DATE OF BIRTH 26 Jan 1924	3. JOURNAL OR ACTION NO.	4. DATE 23 Apr 1954
This is to notify you of the following action affecting your employment:				
5. NATURE OF ACTION (USE STANDARD TERMINOLOGY) Reassignment		6. EFFECTIVE DATE 25 Apr 1954	7. CIVIL SERVICE OR OTHER LEGAL AUTHORITY 50 USCA 403 J	
FROM Investigator (Gen) GS-1810-12		8. POSITION TITLE Investigator	TO GS-1810,22-12 \$7040.00 per annum	
		9. SERVICE, SERIES, GRADE, SALARY		
		10. ORGANIZATIONAL DESIGNATIONS	DDA/Security Office Special Security Division Operations Branch Office of the Chief	
		11. HEADQUARTERS	Washington, D. C.	
<input type="checkbox"/> FIELD <input type="checkbox"/> DEPARTMENTAL		12. FIELD OR DEPT.	<input type="checkbox"/> FIELD <input checked="" type="checkbox"/> DEPARTMENTAL	
13. VETERAN'S PREFERENCE				
NONE <input type="checkbox"/> WITH <input type="checkbox"/> OTHER <input type="checkbox"/> 5-PT. <input type="checkbox"/> 10-POINT <input type="checkbox"/>				
14. POSITION CLASSIFICATION ACTION				
NEW <input type="checkbox"/> VICE <input type="checkbox"/> L.A. <input type="checkbox"/> REAL <input type="checkbox"/>				
15. SEX M	16. RACE W	17. APPROPRIATION FROM: 4-7103-20 TO: Same		18. CURRENT TO C.S. RETIREMENT ACT (YES/NO) Yes
			19. DATE OF APPOINTMENT AFFIDAVIT (PROFESSIONS ONLY)	20. LEGAL RESIDENCE STATE: Texas
21. REMARKS: This action is subject to all applicable laws, rules, and regulations and may be subject to investigation and approval by the United States Civil Service Commission. The action may be corrected or canceled if not in accordance with all requirements.				
ENTRANCE PERFORMANCE RATING: 4				
Deputy Assistant Director for Personnel				
22. SIGNATURE OR OTHER AUTHENTICATION				

4. PERSONNEL FOLDER COPY

NOTIFICATION OF PERSONNEL ACTION *Cont. 22 Dec 53* Jan

1. NAME (MR - MISS - MRS - ONE GIVEN NAME, INITIAL(S), AND SURNAME) Mr. James W. McCord, Jr.		2. DATE OF BIRTH 26 Jan 24	3. JOURNAL OR ACTION NO.	4. DATE 28 Dec 53
This is to notify you of the following action affecting your employment:				
5. NATURE OF ACTION (USE STANDARD TERMINOLOGY) Reassignment		6. EFFECTIVE DATE B.O.B. 3 Jan 54	7. CIVIL SERVICE OR OTHER LEGAL AUTHORITY 50 UBCA 403 J	
FROM		TO		
Investigator (Gen) T 211.01 GS-1810-12 \$7040.00 per annum DDA/Security Office Special Security Division SSD Pool Washington, D. C.		8. POSITION TITLE Investigator (Gen) T 237.01	GS-1810-12 \$7040.00 per annum	
9. SERVICE, SERIES, GRADE, SALARY		10. ORGANIZATIONAL DESIGNATIONS DDA/Security Office Special Security Division Operations Branch Office of the Chief		
11. HEADQUARTERS Washington, D. C.		12. FIELD ON DEPT'L <input type="checkbox"/> FIELD <input checked="" type="checkbox"/> DEPARTMENTAL		
13. VETERAN'S PREFERENCE NONE <input type="checkbox"/> WWII <input type="checkbox"/> OTHER <input type="checkbox"/> 5-PT. <input type="checkbox"/> 10-POINT <input type="checkbox"/> <input checked="" type="checkbox"/> DISAB OTHER <input type="checkbox"/> Verified		14. POSITION CLASSIFICATION ACTION NEW <input type="checkbox"/> VICE <input type="checkbox"/> L.A. <input type="checkbox"/> REAS. <input type="checkbox"/> CS-62		
15. SEX M	16. RACE W	17. APPROPRIATION FROM: 4-7130-30 TO: 4-7103-60	18. SUBJECT TO C. S. RETIREMENT ACT (U.S. NO.) Yes	19. DATE OF APPOINTMENT AFFIDAVIT (ACQUISITION ONLY)
20. LEGAL RESIDENCE <input type="checkbox"/> CLAIMED <input type="checkbox"/> PROVED STATE:		21. REMARKS: This action is subject to all applicable laws, rules, and regulations and may be subject to investigation and approval by the United States Civil Service Commission. The action may be corrected or canceled if not in accordance with all requirements. "Transfer TO Vouchered Funds FROM Unvouchered Funds."		
ENTRANCE PERFORMANCE RATING: Personnel Director				

207 122853
4. PERSONNEL FOLDER COPY

STANDARD FORM 52
FOR PERSONNEL ACTION
OF THE FEDERAL GOVERNMENT
GENERAL SAMPLES

SECRET
SECURITY INFORMATION

Handwritten: 7/5/53
98

REQUEST FOR PERSONNEL ACTION

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

1. NAME (Mr., Miss, Mrs. One given name, initial(s), and surname) MR. JAMES W. ESCOB		2. DATE OF BIRTH 1/26/24	3. REQUEST NO.	4. DATE OF REQUEST 7/7/53
5. NATURE OF ACTION REQUESTED & PERSONNEL (Specify whether appointment, promotion, separation, etc.) REASSIGNMENT			6. EFFECTIVE DATE & PROPOSED: 7/7/53	7. C.S. OR OTHER LEGAL AUTHORITY
8. POSITION TITLE AND NUMBER Investigator (General) TL09.01-12 ES-1810-12 \$7040.00 per annum			9. POSITION TITLE AND NUMBER Investigator (General) T211.01	
9. SERVICE, GRADE, AND SALARY DDA/Security Office Special Security Division San Francisco Field Office San Francisco, California			10. SERVICE, GRADE, AND SALARY Same	
10. ORGANIZATIONAL DESIGNATIONS			11. ORGANIZATIONAL DESIGNATIONS Same	
11. HEADQUARTERS			12. HEADQUARTERS SSD Pool Washington, D. C.	
12. FIELD OR DEPARTMENTAL <input checked="" type="checkbox"/> FIELD <input type="checkbox"/> DEPARTMENTAL			13. FIELD OR DEPARTMENTAL <input checked="" type="checkbox"/> FIELD <input type="checkbox"/> DEPARTMENTAL	

A. REMARKS (Use reverse if necessary)

B. REQUESTED BY (Name and title):
DEPUTY CHIEF, AGCS

C. FOR ADDITIONAL INFORMATION CALL (Name and telephone extension)
MR. J. CYRUS, EXT. 2063

D. REQUEST APPROVED BY
Signature: *[Signature]*
Title: **Chief, Admin. & Insp. Staff**

13. VETERAN PREFERENCE

NONE	WWII	OTHER	5 PT.	10 POINT
	<input checked="" type="checkbox"/>		<input checked="" type="checkbox"/>	
			DISAB	OTHER

14. POSITION CLASSIFICATION ACTION
CD-SE

15. SEX
M

16. RACE
W

17. APPROPRIATION
FROM: **4-7130-30**
TO: **4-7130-30**

18. SUBJECT TO C.S. RETIREMENT ACT (YES-NO)

19. DATE OF APPOINTMENT AFFIDAVITS (ACCESSIONS ONLY)

20. LEGAL RESIDENCE STATE:
 CLAIMED PROVED

21. STANDARD FORM 50 REMARKS

22. CLEARANCES	INITIAL OR SIGNATURE	DATE
A.		
B. CEIL. OR POS. CONTROL		
C. CLASSIFICATION		
D. PLACEMENT OR EMPL.	<i>[Signature]</i>	<i>[Date]</i>
E.		
F. APPROVED BY	<i>[Signature]</i>	

POSTED
[Signature]
16 July 53

[Signature]
16 July 1953

UNVOICHERED

SECRET - SECURITY INFORMATION
Inspection & Security Office

Used in lieu of SF-52 &/or or SF-50 to document the following types of personnel action involving no change in grade or salary; (a) Change in Title (b) Change of Position No. (c) Reassignment within Division without series Code change
All Class series are the same on the From and To sides.
N/O App.: 1/11/53

NAME	ORG. INF. & POS. TITLE	SCHEDULE SERIES-GRADE	SLOT NOS.	ACTION	ORG. INF. & POS. TITLE	SCHEDULE SERIES-GRADE	SLOT NOS.	Eff. Date: 2/15/53
<u>Chicago Field Office (cont'd.)</u>								
[Redacted]	Inv. Gen.	GS-11	T180.01	b, c	Inv. Gen.	Chicago Field Office		
[Redacted]	Inv. Gen.	GS-11	T181	b, c	Inv. Gen.	GS-1810-11	T180.05-11	
[Redacted]	Inv. Gen.	GS-11	T181.04	b, c	Inv. Gen.	GS-1810-11	T180.06-11	
[Redacted]	Inv. Gen.	GS-11	T180.04	b, c	Inv. Gen.	GS-1810-11	T180.07-11	
[Redacted]	Inv. Gen.	GS-11	T211.07	b, c	Inv. Gen.	GS-1810-11	T181	
[Redacted]	Inv. Gen.	GS-11	T181.03	b, c	Inv. Gen.	GS-1810-11	T181.01	
[Redacted]	Inv. Gen.	GS-10	T181.02	b, c	Inv. Gen.	GS-1810-11	T181.02	
[Redacted]	Inv. Gen.	GS-10	T181.08	b, c	Inv. Gen.	GS-1810-10	T181.03-10	
[Redacted]	Inv. Gen.	GS-10	T181.07	b, c	Inv. Gen.	GS-1810-10	T181.04-10	
[Redacted]	Clerk Steno.	GS-3	T215	b, c	Inv. Gen.	GS-1810-10	T181.05-10	
<u>San Francisco Field Office</u>								
[Redacted]	Inv. Gen.	GS-13	T189.01	b, c	Inv. Gen.	GS-112-3	T186.02-3	
[Redacted]	Inv. Gen.	GS-12	T189.02	b, c	Inv. Gen.	San Francisco Field Office		
[Redacted]	Inv. Gen.	GS-12	T190.03	b, c	Inv. Gen.	GS-1810-13	T188	
[Redacted]	Inv. Gen.	GS-11	T190.02	b, c	Inv. Gen.	GS-1810-12	T189-12	
[Redacted]	Inv. Gen.	GS-11	T207.02	b, c	Inv. Gen.	GS-1810-12	T189.01-12	
[Redacted]	Inv. Gen.	GS-12	T190.05	b, c	Inv. Gen.	GS-1810-11	T190.01-11	
[Redacted]	Inv. Gen.	GS-9	T212.06	b, c	Inv. Gen.	GS-1810-11	T190.02-11	
[Redacted]	Inv. Gen.	GS-10	T216.08	b, c	Inv. Gen.	GS-1810-12	T190.03	
[Redacted]	Inv. Gen.	GS-9	T212.05	b, c	Inv. Gen.	GS-1810-9	T191.04-9	
<u>Los Angeles Field Office</u>								
[Redacted]	Inv. Gen.	GS-13	T147.02	b, c	Inv. Gen.	GS-1810-9	T191.05-10	
[Redacted]	Inv. Gen.	GS-13	T189	b, c	Inv. Gen.	GS-1810-10	T191.06-9	
[Redacted]	Inv. Gen.	GS-12	T188	b, c	Inv. Gen.	GS-1810-9	T191.06-9	
[Redacted]	Inv. Gen.	GS-13	T179	b, c	Inv. Gen.	GS-1810-13	T326-13	
[Redacted]	Inv. Gen.	GS-12	T190.01	b, c	Inv. Gen.	GS-1810-13	T327	
[Redacted]	Inv. Gen.	GS-12	T190.04	b, c	Inv. Gen.	GS-1810-12	T328-12	
[Redacted]	Inv. Gen.	GS-12	T172	b, c	Inv. Gen.	GS-1810-13	T328.01	
[Redacted]	Inv. Gen.	GS-9	T172.12	b, c	Inv. Gen.	GS-1810-12	T329	
[Redacted]	Inv. Gen.	GS-9	T191.04	b, c	Inv. Gen.	GS-1810-12	T329.01	
[Redacted]	Inv. Gen.	GS-7	T172.03	b, c	Inv. Gen.	GS-1810-12	T329.02	
[Redacted]	Inv. Gen.	GS-7	T212	b, c	Inv. Gen.	GS-1810-9	T329.03-9	
[Redacted]	Inv. Gen.	GS-7	T213.03	b, c	Inv. Gen.	GS-1810-9	T329.04-9	
[Redacted]	Inv. Gen.	GS-9			Inv. Gen.	GS-1810-7	T330-7	
[Redacted]	Inv. Gen.	GS-9			Inv. Gen.	GS-1810-7	T330.01-7	
[Redacted]	Inv. Gen.	GS-9			Inv. Gen.	GS-1810-9	T330.02-9	

App. by: Ell Schmidt
Staff or Div. Chief

App. by: [Redacted]
[Redacted] Div.

App. by: [Redacted]
Personnel Div.

SECRET - SECURITY INFORMATION

10 Sept. '52

1. Agency and organizational designation CENTRAL INTELLIGENCE AGENCY		2.		3. Block No UV		4. Slip No					
5. Employee's name (and social security account number when appropriate) MC CARD, James W.				6. Grade and salary GS-11 \$5940.00							
PAY ROLL CHANGE DATA											
	BASE PAY	OVERTIME		GROSS PAY	RET.	TAX	BOND	F.I.C.A.		NET PAY	
7. Previous normal											
8. New normal											
9. Pay this period											
10. Remarks <i>Mr. Cancellation of PISA B.R.</i>				11. Appropriation(s) 1350 11				12. Prepared by			
								13. Audited by			
<input checked="" type="checkbox"/> Periodic step-increase <input type="checkbox"/> Pay adjustment <input type="checkbox"/> Other step-increase											
14. Effective date 31 Aug. '52	15. Date last equivalent 22 Aug. '51	16. Old salary rate \$5940.00	17. New salary rate \$6140.00	18. Performance rating is satisfactory or better. (Signature or other authentication)							
19. LWOP data (fill in appropriate spaces covering LWOP during following period(s): Period(s): <input type="checkbox"/> No excess LWOP. Total excess LWOP				(Check applicable box in case of LWOP)							
STANDARD FORM NO. 1126d- <i>Revised</i> Form prescribed by Comp. Gen., U. S. Nov. 9, 1950, General Regulations No. 102				PAY ROLL CHANGE SLIP—PERSONNEL COPY							

SECRET

SECURITY INFORMATION

UNFOUNDED

STANDARD FORM 52
PROVIDED BY THE
U. S. CIVIL SERVICE COMMISSION
JANUARY 1952—FEDERAL PERSONNEL
MANUAL CHAPTER 81

REQUEST FOR PERSONNEL ACTION

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

1. NAME (Mr.—Miss—Mrs.—One given name, initial(s), and surname) JAMES W. MC CORD		2. DATE OF BIRTH	3. REQUEST NO.	4. DATE OF REQUEST 11/12/52
5. NATURE OF ACTION REQUESTED: A. PERSONNEL (Specify whether appointment, promotion, separation, etc.) PROMOTION			6. EFFECTIVE DATE A. PROPOSED:	7. C. S. OR OTHER LEGAL AUTHORITY
8. POSITION (Specify whether establish, change grade or title, etc.)			B. APPROVED: DEC 7 1952	
FROM— Investigator (Gen) T190.03-11 GS-1810-11 \$6110.00 pa Inspection & Security Office Special Security Division San Francisco Field Office San Francisco, California <input checked="" type="checkbox"/> FIELD <input type="checkbox"/> DEPARTMENTAL	9. POSITION TITLE AND NUMBER 10. SERVICE, GRADE, AND SALARY 11. ORGANIZATIONAL DESIGNATIONS 12. HEADQUARTERS 13. FIELD OR DEPARTMENTAL	TO— Investigator (Gen) T190.03 GS-1810-12 \$7040.00 pa Same Same Same Same <input checked="" type="checkbox"/> FIELD <input type="checkbox"/> DEPARTMENTAL		
A. REMARKS (Use reverse if necessary)				
B. REQUESTED BY (Name and title)		D. REQUEST APPROVED BY		
C. FOR ADDITIONAL INFORMATION CALL (Name and telephone extension)		Signature: _____ Title: EXECUTIVE OFFICER		
13. VETERAN PREFERENCE		14. POSITION CLASSIFICATION ACTION		
NONE	WWII	OTHER	5-PT.	10-POINT
				DISAB. OTHER
15. SEX	16. RACE	17. APPROPRIATION		18. SUBJECT TO C. S. RETIREMENT ACT (YES—NO)
		FROM: TO:		19. DATE OF APPOINTMENT AFFIDAVITS (ACCESSIONS ONLY)
				20. LEGAL RESIDENCE STATE: <input type="checkbox"/> CLAIMED <input type="checkbox"/> PROVED
21. STANDARD FORM 50 REMARKS				
POSTED				
11 Dec 52 HP				
22. CLEARANCES	INITIAL OR SIGNATURE	DATE	REMARKS:	
A.				
B. CEIL OR POS. CONTROL				
C. CLASSIFICATION				
D. PLACEMENT OR ENPL.	AMM	11-26-52		
E.				
F. APPROVED BY:				

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SECURITY INFORMATION

INSPECTION & SECURITY OFFICE

CODE "T"

APR 1 1950

SPECIAL SECURITY DIVISION FIELD OFFICES

<u>NAME</u>	<u>TITLE</u>	<u>GRADE SERIES</u>	<u>POSITION NUMBER</u>
-------------	--------------	-------------------------	----------------------------

CHICAGO FIELD OFFICE (CONTINUED)

[REDACTED]	Clerk(Stenography)	GS-301-5	T185
[REDACTED]	Clerk(Stenography)	GS-301-4	T185.01-4
[REDACTED]	Clerk(Stenographer)	GS-312-4	T186

SAN FRANCISCO FIELD OFFICE

[REDACTED]	Investigator(Gen)	GS-1810-13	T187-13
[REDACTED]	Investigator(Gen)	GS-1810-12	T188-12
[REDACTED]	Investigator(Gen)	GS-1810-12	T189-12
[REDACTED]	Investigator(Gen)	GS-1810-12	T189.01-12
[REDACTED]	Investigator(Gen)	GS-1810-11	T189.02-11
[REDACTED]	Investigator(Gen)	GS-1810-12	T190
[REDACTED]	Investigator(Gen)	GS-1810-11	T190.01-11
[REDACTED]	Investigator(Gen)	GS-1810-11	T190.02-11
<u>McCord, James W.</u>	Investigator(Gen)	GS-1810-11	T190.03-11
[REDACTED]	Investigator(Gen)	GS-1810-11	T190.04-11
[REDACTED]	Investigator(Gen)	GS-1810-12	T190.05
[REDACTED]	Investigator(Gen)	GS-1810-11	T191
[REDACTED]	Investigator(Gen)	GS-1810-11	T191.01
[REDACTED]	Investigator(Gen)	GS-1810-9	T191.02-9
[REDACTED]	Investigator(Gen)	GS-1810-9	T191.03-9
[REDACTED]	Investigator(Gen)	GS-1810-7	T191.04-7
[REDACTED]	Adm. Assistant	GS-301-5	T192-5
[REDACTED]	Clerk	GS-301-5	T193-5
[REDACTED]	Secretary(Steno)	GS-318-5	T194

SECRET

CONFIDENTIAL FUNDS PERSONNEL ACTION

NAME <u>McCord, James Walter, Jr.</u>		DATE <u>27 June 1951</u>
NATURE OF ACTION <u>New Appointment</u>		EFFECTIVE DATE <u>22 August 51</u>
TITLE GRADE AND SALARY OFFICE DIVISION BRANCH OFFICIAL STATION	FROM	TO <u>Investigator (General) (Special Agent)</u>
		<u>GS-11 - \$5400.00 P.S.</u>
		<u>Inspection and Security Office</u>
		<u>Special Security Division</u>
		<u>San Francisco, Calif. (Field)</u>
APPROVAL		
QUALIFICATIONS	FOR ASSISTANT <u>Administrative Officer</u>	EXECUTIVE
CLASSIFICATION <u>F-522</u> <u>17 July 1951</u>	PERSONNEL OFFICER <u>JUL 23 1951</u>	
POST DIFFERENTIAL AUTHORIZED IN ACCORDANCE WITH AGENCY REGULATIONS <input checked="" type="checkbox"/> YES <input type="checkbox"/> NO		
OATH OF OFFICE AND NO STRIKE AFFIDAVIT EXECUTED ON <u>22 August 51</u>		
SECURITY CLEARED ON <u>14 August 51</u>		
OVERSEAS AGREEMENT SIGNED <u>NA</u>		
ENTERED ON DUTY <u>22 August 51</u>		
PPD ✓		(SIGNATURE OF AUTHENTICATING OFFICER)
REMARKS: <u>Control No. 1544 - Slot No. 10.</u> <u>Two copies of PHS retained for security processing. One PHS attached.</u> <u>DoG - 12/07/52</u> <u>EOD - 02/22/51</u> <u>LCD - 02/22/51</u> REQUEST CONTACTS BE MADE BY SECURITY ONLY <u>COPY IN PAYROLL FILES</u> <u>JM</u> <u>2</u>		

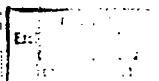
SECRET

24 APR 1970

MEMORANDUM FOR: Director of Security

SUBJECT : McCORD, James W., Jr. Emp. Ser. No. 58124
Fitness Report

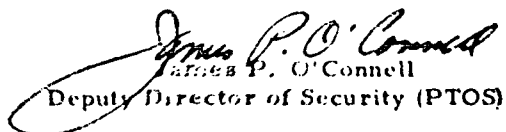
1. This is an annual fitness report covering the period 1 April 1969 through 31 March 1970. Mr. McCord completed his first full year as Chief, Physical Security Division. During 1969 the Division underwent many changes, a direct result of the personal efforts of this employee. He has shown the initiative to seek out new ways and means to harden the security of our domestic and overseas facilities by tapping all possible technological sources both in and out of Government. His efforts have produced tangible results and in my judgment, our posture in the physical security field is far superior to any of our contemporaries.
2. With the spiraling costs of manpower, Mr. McCord has concentrated on the potential for use of technical devices to replace the human asset. He has made remarkable inroads into this field by way of imagination, ingenuity and drive.
3. Mr. McCord has the quality to inspire his subordinates. He is demanding, but understanding. On more than one occasion he was asked to take under his wing employees who were labeled "problems." Through personal interest and effort, he has salvaged the majority of these individuals to a point where they are performing in a highly satisfactory manner.
4. In the previous fitness report, I alluded to the fact that employee has a tendency to find it difficult to see another person's point of view. This, I feel, is attributable to an innate stubbornness which obviously is difficult to overcome. Mr. McCord is a very



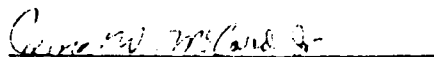
24 APR 1970
AC

principled individual who once convinced he has hit upon the proper course of action will usually yield *only by direction*. We've discussed this, and I've noted a determined effort on his part to broaden his tolerance for other opinions.

5. Overall, the employee has made a substantial contribution to the Office of Security by his dedication to his job, his tenacious attitude toward upgrading our physical security standards, a curious and inventive mind ever searching for better ways to solve a problem in his area of responsibility, and a cost consciousness in the administration of his division. I rate him an overall "Strong."


James P. O'Connell
Deputy Director of Security (PTOS)

Noted by Employee:


James W. McCord, Jr.


Date

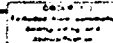
Reviewed By:


Howard J. Osborn
Director of Security


Date

SECRET
(When Filled In)

FITNESS REPORT				EMPLOYEE SERIAL NUMBER	
				658124	
SECTION A GENERAL					
1. NAME (Last)		2. DATE OF BIRTH		3. SEX	4. GRADE 5. SD
McCORD, James		01/26/24		M	GS-15 SS
6. OFFICIAL POSITION TITLE		7. OFF/DIV/BR. OF ASSIGNMENT		8. CURRENT STATION	
Physical Security Officer		OS/PTOS/PhySD/OC		Washington, D. C.	
9. CHECK (X) TYPE OF APPOINTMENT			10. CHECK (X) TYPE OF REPORT		
<input checked="" type="checkbox"/> CAREER	<input type="checkbox"/> RESERVE	<input type="checkbox"/> TEMPORARY	<input checked="" type="checkbox"/> INITIAL	<input type="checkbox"/> REASSIGNMENT SUPERVISOR	<input type="checkbox"/> REASSIGNMENT EMPLOYEE
CAREER-PROVISIONAL (See Instructions - Section C)			ANNUAL		
SPECIAL (Specify):			SPECIAL (Specify):		
11. DATE REPORT DUE IN O.P.			12. REPORTING PERIOD (From - to)		
30 April 1969			1 April 1968 - 31 March 1969		
SECTION B PERFORMANCE EVALUATION					
<p>W - Weak Performance ranges from wholly inadequate to slightly less than satisfactory. A rating in this category requires positive remedial action. The nature of the action could range from counseling, to further training, to placing on probation, to reassignment or to separation. Describe action taken or proposed in Section C.</p> <p>A - Adequate Performance meets all requirements. It is entirely satisfactory and is characterized neither by deficiency nor excellence.</p> <p>P - Proficient Performance is more than satisfactory. Desired results are being produced in a proficient manner.</p> <p>S - Strong Performance is characterized by exceptional proficiency.</p> <p>O - Outstanding Performance is so exceptional in relation to requirements of the work and in comparison to the performance of others doing similar work as to warrant special recognition.</p>					
SPECIFIC DUTIES					
List up to six of the most important specific duties performed during the rating period. Insert rating letter which best describes the manner in which employee performs EACH specific duty. Consider ONLY effectiveness in performance of that duty. All employees with supervisory responsibilities MUST be rated on their ability to supervise (indicate number of employees supervised).					
SPECIFIC DUTY NO. 1					RATING LETTER
See Attached Memorandum					
SPECIFIC DUTY NO. 2					RATING LETTER
SPECIFIC DUTY NO. 3					RATING LETTER
SPECIFIC DUTY NO. 4					RATING LETTER
SPECIFIC DUTY NO. 5					RATING LETTER
SPECIFIC DUTY NO. 6					RATING LETTER
OVERALL PERFORMANCE IN CURRENT POSITION					
Take into account everything about the employee which influences his effectiveness in his current position such as performance of specific duties, productivity, conduct on job, cooperativeness, pertinent personal traits or habits, and particular limitations or talents. Based on your knowledge of employee's overall performance during the rating period, place the letter in the rating box corresponding to the statement which most accurately reflects his level of performance.					RATING LETTER



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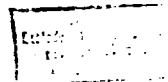
10 APR 1969

MEMORANDUM FOR: Director of Security

SUBJECT : McCORD, James W., Jr., Emp. Ser. No. 058124
Fitness Report

1. This is an annual fitness report covering the period 1 April 1968 through 31 March 1969. During the first period of this report, Mr. McCord served as the Chief, Technical Division/PTOS and continued to display a very high degree of professionalism in administering the Agency's world-wide Audio Countermeasures (ACM) program. Under his guidance, several new devices and techniques were developed which have helped the Agency and the intelligence community to maintain pace with the sophisticated advances by the opposition in the field of positive audio.
2. Mr. McCord initiated the necessary planning for the activation of the Interagency Training Center (ITC) which provides ACM instruction to all members of the community in the latest of equipment and techniques.
3. On 14 October 1968, he was reassigned to the position of Chief, Physical Security Division. Although he had relatively little experience in this particular field, he has quickly assimilated the necessary details to manage this Agency effort. He has taken steps toward the development and use of the most advanced [redacted] to protect the Agency. Under the supervision of Mr. McCord, the Agency Security Command Center operations have been expanded and improved. He has been assigned the responsibility to organize and direct the Security efforts relating to the protection of Agency assets in time of demonstrations, riots, and other civil disturbances. He coordinated the Agency Security effort with the U. S. Secret Service in protection of the President of the United States during his recent visit to the CIA Headquarters.

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4. Mr. McCord is considered to be economical in his use of equipment, manpower and funds.

5. Perhaps one of the stronger attributes this employee possesses is his ability to organize. In a relatively short time, he has deliberated the Physical Security Division's mission and already taken steps to restructure it within existing manpower limitations to more effectively react to its responsibilities.

6. He inspires his subordinates and has the respect of his superiors. There have been instances, however, when Mr. McCord has exhibited a certain intolerance with individuals who do not agree with his point of view, resulting in some friction in their working relations. There has been much improvement in this regard, and I do not feel it will present any problem in the future.

7. I anticipate this employee will continue to absorb knowledge and experience in the physical security field at the rapid rate he has during his short tenure and am confident his efforts will result in a major contribution to the Office and Agency. I rate Mr. McCord a high "Strong."

James P. O'Connell
James P. O'Connell
Deputy Director of Security (PTOS)

Noted by Employee:

James W. McCord Jr
James W. McCord, Jr.

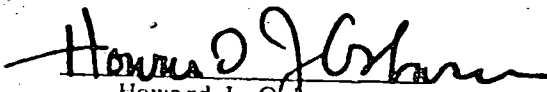
18 April 1969
Date

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SUBJECT: McCORD, James W., Jr., Emp. Ser. No. 058124
Fitness Report - 1 April 1968 through 31 March 1969

Reviewed By:


Howard J. Osborn
Director of Security

21 APR 1969

Date

SECRET

SECRET

(Form Filled In)

FITNESS REPORT				EMPLOYEE SERIAL NUMBER	
SECTION A				GENERAL	
1. NAME (Last) (First) (Middle)		2. DATE OF BIRTH	3. SEX	4. GRADE	5. SO
MC CORD, James W., Jr.		01/26/24	M	GS-15	SS
6. OFFICIAL POSITION TITLE		7. OFF. DIV. OR OF ASSIGNMENT		8. CURRENT STATION	
Elect. Eng - Audio Support		OS/PTOS/TD/OC		Washington, D. C.	
9. CHECK (X) TYPE OF APPOINTMENT			10. CHECK (X) TYPE OF REPORT		
<input checked="" type="checkbox"/> CAREER <input type="checkbox"/> RESERVE <input type="checkbox"/> TEMPORARY CAREER-PROVISIONAL (See Instructions - Section C) <input type="checkbox"/> SPECIAL (Specify)			<input type="checkbox"/> INITIAL <input type="checkbox"/> REASSIGNMENT SUPERVISOR <input checked="" type="checkbox"/> ANNUAL <input type="checkbox"/> REASSIGNMENT EMPLOYEE <input type="checkbox"/> SPECIAL (Specify)		
11. DATE REPORT DUE TO O.P.			12. REPORTING PERIOD (From - to)		
26 April 1968			1 April 1967 - 31 March 1968		
SECTION B PERFORMANCE EVALUATION					
<p>W - Weak Performance ranges from wholly inadequate to slightly less than satisfactory. A rating in this category requires positive remedial action. The nature of the action could range from counseling, to further training, to placing on probation, to reassignment or to separation. Describe action taken or proposed in Section C.</p> <p>A - Adequate Performance meets all requirements. It is entirely satisfactory and is characterized neither by deficiency nor excellence.</p> <p>P - Proficient Performance is more than satisfactory. Desired results are being produced in a proficient manner.</p> <p>S - Strong Performance is characterized by exceptional proficiency.</p> <p>O - Outstanding Performance is so exceptional in relation to requirements of the work and in comparison to the performance of others doing similar work as to warrant special recognition.</p>					
SPECIFIC DUTIES					
List up to six of the most important specific duties performed during the rating period. Insert rating letter which best describes the manner in which employee performs EACH specific duty. Consider ONLY effectiveness in performance of that duty. All employees with supervisory responsibilities MUST be rated on their ability to supervise (indicate number of employees supervised).					
SPECIFIC DUTY NO. 1					RATING LETTER
Supervises the Technical Division/OS.					S
SPECIFIC DUTY NO. 2					RATING LETTER
Develops new techniques, procedures, and equipment to be used in the audio countermeasures field.					O
SPECIFIC DUTY NO. 3					RATING LETTER
Plans operating programs for implementation by the Technical Division.					O
SPECIFIC DUTY NO. 4					RATING LETTER
Selects and trains personnel in an expanding Division.					S
SPECIFIC DUTY NO. 5					RATING LETTER
Maintains liaison with his counterpart organizations throughout the U. S. Government.					S
SPECIFIC DUTY NO. 6					RATING LETTER
30 APR 1968 (L)					
OVERALL PERFORMANCE IN CURRENT POSITION					
Take into account everything about the employee which influences his effectiveness in his current position such as performance of specific duties, productivity, conduct on job, cooperativeness, pertinent personal traits or habits, and particular limitations or talents. Based on your knowledge of employee's overall performance during the rating period, place the letter in the rating box corresponding to the statement which most accurately reflects his level of performance.					RATING LETTER
					S

SECRET

(When Filled In)

SECTION C

NARRATIVE COMMENTS

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

Mr. McCord supervises a technical operation with considerable skill. Although not an engineer by training, he has breached the difficult gap of communication between the administrative and technical aspects of his Division. He has maintained a high esprit de corps under difficult conditions which involve the necessity of his personnel to travel extensively throughout the world. Although such duty carries with it numerous family problems, Mr. McCord is able to manage the Division in such a manner as to maintain a high state of morale. Perhaps the most outstanding accomplishments which I attribute to Mr. McCord's fine management of his Division lies in the field of developing useful and esoteric equipment in the counteraudio field. I have a distinct impression that he and his Division are considerably ahead of other Government departments in this area of activity. This fact alone is a high tribute to his management skill. Because of the success in this field, I consider him to be economical in the use of manpower and funds.

During this rating period, the Technical Division has had operational success in the overseas area. I attribute this success to the careful planning and training which the incumbent has accomplished and directed. Further, he has already shown a high degree of skill in planning for a new activity of considerable responsibility which he will undertake during the coming fiscal year. I am highly

SECTION D

CERTIFICATION AND COMMENTS

(Continued)

1. BY EMPLOYEE		
I CERTIFY THAT I HAVE SEEN SECTIONS A, B, AND C OF THIS REPORT		
DATE 26 APR 1968	SIGNATURE OF EMPLOYEE <i>James W McCord</i>	
2. BY SUPERVISOR		
MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION 26	IF THIS REPORT HAS NOT BEEN SHOWN TO EMPLOYEE, GIVE EXPLANATION	
DATE 26 APR 1968	OFFICIAL TITLE OF SUPERVISOR Dep. Dir. of Sec. (PTOS)	TYPED OR PRINTED NAME AND SIGNATURE <i>Ernest P. Geiss</i>
3. BY REVIEWING OFFICIAL		
COMMENTS OF REVIEWING OFFICIAL		

DATE 4/29/68	OFFICIAL TITLE OF REVIEWING OFFICIAL Director of Security	TYPED OR PRINTED NAME AND SIGNATURE <i>Harold G. Osburn</i>
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SECRET

SECRET

Fitness Report - McCORD, James W., Jr. - Emp. Ser. No. 058124
Reporting Period 1 April 1967 - 31 March 1968
Section C. (Continued)

pleased to have Mr. McCord serve in his current position and
consider him capable of advancement into broader areas.



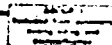
Ernal P. Geiss
Deputy Director of Security (PTOS)

SECRET

SECRET

(When Filled In)

FITNESS REPORT		EMPLOYEE SERIAL NUMBER
SECTION A. GENERAL		058124
1. NAME (Last) (First) (Middle)	2. DATE OF BIRTH	3. SEX
McCORD, James W., Jr.	01/26/24	M
4. GRADE	5. SD	
GS-15	SS	
6. OFFICIAL POSITION TITLE	7. OFF/DIV/BR OF ASSIGNMENT	8. CURRENT STATION
Elec Eng - Audio Supp	OS/PT&OS/TSD/OC	Washington, D. C.
9. CHECK (X) TYPE OF APPOINTMENT	10. CHECK (X) TYPE OF REPORT	
<input checked="" type="checkbox"/> CAREER <input type="checkbox"/> RESERVE <input type="checkbox"/> TEMPORARY	<input type="checkbox"/> INITIAL <input type="checkbox"/> REASSIGNMENT SUPERVISOR	
<input type="checkbox"/> CAREER-PROVISIONAL (See Instructions - Section C)	<input checked="" type="checkbox"/> ANNUAL <input type="checkbox"/> REASSIGNMENT EMPLOYEE	
<input type="checkbox"/> SPECIAL (Specify):	<input type="checkbox"/> SPECIAL (Specify):	
11. DATE REPORT DUE IN O.P.	12. REPORTING PERIOD (From - to)	
21 April 1967	15 January 1966 - 31 March 1967	
SECTION B. PERFORMANCE EVALUATION		
<p>W - Weak Performance ranges from wholly inadequate to slightly less than satisfactory. A rating in this category requires positive remedial action. The nature of the action could range from counseling, to further training, to placing on probation, to reassignment or to separation. Describe action taken or proposed in Section C.</p> <p>A - Adequate Performance meets all requirements. It is entirely satisfactory and is characterized neither by deficiency nor excellence.</p> <p>P - Proficient Performance is more than satisfactory. Desired results are being produced in a proficient manner.</p> <p>S - Strong Performance is characterized by exceptional proficiency.</p> <p>O - Outstanding Performance is so exceptional in relation to requirements of the work and in comparison to the performance of others doing similar work as to warrant special recognition.</p>		
SPECIFIC DUTIES		
List up to six of the most important specific duties performed during the rating period. Insert rating letter which best describes the manner in which employee performs EACH specific duty. Consider ONLY effectiveness in performance of that duty. All employees with supervisory responsibilities MUST be rated on their ability to supervise (indicate number of employees supervised).		
SPECIFIC DUTY NO. 1		RATING LETTER
Supervises Technical Division/OS, consisting of 29 professional employees		S
SPECIFIC DUTY NO. 2		RATING LETTER
Develops new techniques, procedures and equipment to be used in the audio countermeasures field.		O
SPECIFIC DUTY NO. 3		RATING LETTER
Plans operating programs for implementation by the Technical Division.		O
SPECIFIC DUTY NO. 4		RATING LETTER
Selects and trains personnel in an expanding Division.		S
SPECIFIC DUTY NO. 5		RATING LETTER
Maintains liaison with his counterpart organizations throughout the U. S. Government.		S
SPECIFIC DUTY NO. 6		RATING LETTER
OVERALL PERFORMANCE IN CURRENT POSITION		RATING LETTER
Take into account everything about the employee which influences his effectiveness in his current position such as performance of specific duties, productivity, conduct on job, cooperativeness, pertinent personal traits or habits, and particular limitations or talents. Based on your knowledge of employee's overall performance during the rating period, place the letter in the rating box corresponding to the statement which most accurately reflects his level of performance.		S



SECRET

SECTION C

NARRATIVE COMMENTS

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

Mr. McCord supervises his Division in a vigorous manner. He is capable of instilling enthusiasm and esprit de corps within his organization - a difficult task because of the extensive amount of world-wide travel demanded from his subordinate. This travel is so extensive as to result in personal hardships.

During the rating period, Mr. McCord and two of his employees received the Certificate of Merit. These awards resulted from the vigorous and successful pursual of a technique having great promise in the audio-countermeasures field.

Mr. McCord's performance of his liaison and coordination with other components of the intelligence community, which received special mention in his last Fitness Report, is now at a status which warrants a designation of "Strong." He is conscientiously working at the liaison problem in a difficult interdepartmental atmosphere.

Mr. McCord has an excellent grasp of the technical requirements of his position even though he is not an engineer. He has an exceptional environmental knowledge and appreciation. He sets his goals high. He is cost conscious in the field involving expensive equipment, which normally is costly to develop.

(Continued)

SECTION D

CERTIFICATION AND COMMENTS

1. BY EMPLOYEE		
I CERTIFY THAT I HAVE SEEN SECTIONS A, B, AND C OF THIS REPORT		
DATE	SIGNATURE OF EMPLOYEE	
17 April 67	<i>[Signature]</i>	
2. BY SUPERVISOR		
MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION	IF THIS REPORT HAS NOT BEEN SHOWN TO EMPLOYEE, GIVE EXPLANATION	
14		
DATE	OFFICIAL TITLE OF SUPERVISOR	TYPED OR PRINTED NAME AND SIGNATURE
19 APR 1967	Dep. Dir. of Sec. (PTOS)	<i>[Signature]</i> Ernest E. Grier
1. BY REVIEWING OFFICIAL		
COMMENTS OF REVIEWING OFFICIAL		
DATE	OFFICIAL TITLE OF REVIEWING OFFICIAL	TYPED OR PRINTED NAME AND SIGNATURE
	Director of Security	<i>[Signature]</i> Howard S. ...

SECRET

SECRET

McCord, James W., Jr. - Serial #058124
Annual Fitness Report 15 January 1966 - 31 March 1967

SECTION C. (Continued)

I am highly pleased to have Mr. McCord serving in his current position and consider him capable of advancement into broader areas.

SECRET

SECRET

(When Filled In)

FITNESS REPORT

EMPLOYEE SERIAL NUMBER

058124

SECTION A

GENERAL

1. NAME (Last) (First) (Middle) McCORD, James W., Jr.		2. DATE OF BIRTH 01/26/24	3. SEX M	4. GRADE GS-15	5. SD SS
6. OFFICIAL POSITION TITLE Electronic Engineer		7. OFFICE/BR OF ASSIGNMENT OS/PT&OS/TechSecDiv/OC		8. CURRENT STATION Wash., D.C.	
9. CHECK (X) TYPE OF APPOINTMENT <input checked="" type="checkbox"/> CAREER <input type="checkbox"/> RESERVE <input type="checkbox"/> TEMPORARY CAREER PROFESSIONAL (See Instructions - Section C) SPECIAL (Specify)		10. CHECK (X) TYPE OF REPORT INITIAL <input type="checkbox"/> ANNUAL <input checked="" type="checkbox"/> SPECIAL (Specify)		11. REASSIGNMENT SUPERVISOR <input checked="" type="checkbox"/> REASSIGNMENT EMPLOYEE	
11. DATE REPORT DUE IN O.P. 25 April 1966		12. REPORTING PERIOD (From - to) 1 April 1965 - 14 January 1966			

SECTION B

PERFORMANCE EVALUATION

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

SPECIFIC DUTIES

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

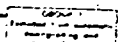
SPECIFIC DUTY NO.	DUTY DESCRIPTION	RATING LETTER
1	Supervises the Tech Division/OS	S
2	Plans and programs for the Division	O
3	Schedules and plans overseas coverage	S
4	Protection of Washington Area Buildings from penetration	S
5	Training of Division and other personnel	S
6	Works with Tech Com. and other units	S

OVERALL PERFORMANCE IN CURRENT POSITION

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

8 APR 1966

RATING LETTER
S



SECRET

OFFICE OF PERSONNEL

SECTION C

NARRATIVE COMMENTS

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

MAIL ROOM

Mr. McCord was attending the Air War College during part of the reporting period. He became Chief of the Technical Division/OS on 20 July 1965.

Mr. McCord took hold of this Division with a heartening vigor and enthusiasm. Although not an Engineer, he soon learned enough of the technical business to meet many crash assignments with exceptional skill and judgment. By trying to get these assignments done within set time limits, he sometimes short-circuited a few coordinations in other offices, but this did not seriously detract, in my opinion, from a very proficient job.

While Mr. McCord has not had the Technical Division a sufficiently long time for me to judge his long range performance, I feel he will become an exceptionally proficient Chief. There was insufficient time for me to judge his cost and manpower consciousness.

SECTION D

CERTIFICATION AND COMMENTS

1. BY EMPLOYEE		
I CERTIFY THAT I HAVE SEEN SECTIONS A, B, AND C OF THIS REPORT		
DATE 22 March 1966	SIGNATURE OF EMPLOYEE <i>James W. Hill</i>	
2. BY SUPERVISOR		
MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION 6	IF THIS REPORT HAS NOT BEEN SHOWN TO EMPLOYEE, GIVE EXPLANATION	
DATE 23 March 1966	OFFICIAL TITLE OF SUPERVISOR Dep. Dir. of Sec. (PTOS)	AND SIGNATURE
3. BY REVIEWING OFFICIAL		
COMMENTS OF REVIEWING OFFICIAL		
DATE	OFFICIAL TITLE OF REVIEWING OFFICIAL	TYPED OR PRINTED NAME AND SIGNATURE

SECRET

FITNESS REPORT

James W. McCord, Jr.

SECTION D

CERTIFICATION AND COMMENTS

3. *Comments of Reviewing Official*

I concur thoroughly with [] evaluation of Mr. McCord's vigor and enthusiasm, skill and judgment. I would add to this that he has demonstrated extraordinary ingenuity and leadership in supervising the development of several new and valuable techniques in the counter-measures field. However, I would rate him only "Proficient" in Specific Duty Number 6, for I believe that he has not been as effective as he might be in liaison and coordination with other components of the Intelligence Community represented on the Technical Committee. This is unfortunate, for it detracts from his outstanding performance in all other elements of his assigned responsibilities. He must work on improving these relationships and he has been counseled to this effect by his current supervisor.

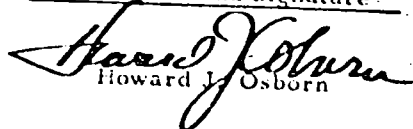
Date

Official Title of Reviewing Official

Typed Name and Signature

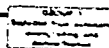
31 March 1966

Director of Security


Howard J. Osborn

SECRET
(When Filled In)

FITNESS REPORT						EMPLOYEE SERIAL NUMBER	
						O 58124	
SECTION A						GENERAL	
1. NAME (Last) (First) (Middle) McCORD, James W., Jr.			2. DATE OF BIRTH 1/26/24	3. SEX M	4. GRADE GS-15	5. SD SS	
6. OFFICIAL POSITION TITLE Security Officer			7. OFF. DIV./BR OF ASSIGNMENT OS/Exec Staff		8. CURRENT STATION Wash., D. C.		
9. CHECK (X) TYPE OF APPOINTMENT			10. CHECK (X) TYPE OF REPORT				
<input checked="" type="checkbox"/> CAREER <input type="checkbox"/> RESERVE <input type="checkbox"/> TEMPORARY			<input checked="" type="checkbox"/> INITIAL <input type="checkbox"/> REASSIGNMENT SUPERVISOR <input type="checkbox"/> ANNUAL <input type="checkbox"/> REASSIGNMENT EMPLOYEE				
CAREER-PROVISIONAL (See Instructions - Section C)			SPECIAL (Specify):				
11. DATE REPORT DUE IN O.P. 30 April 1965			12. REPORTING PERIOD (From - to) 1 April 1964 - 31 March 1965				
SECTION B						PERFORMANCE EVALUATION	
W - Weak		Performance ranges from wholly inadequate to slightly less than satisfactory. A rating in this category requires positive remedial action. The nature of the action could range from counseling, to further training, to placing on probation, to reassignment or to separation. Describe action taken or proposed in Section C.					
A - Adequate		Performance meets all requirements. It is entirely satisfactory and is characterized neither by deficiency nor excellence.					
P - Proficient		Performance is more than satisfactory. Desired results are being produced in a proficient manner.					
S - Strong		Performance is characterized by exceptional proficiency.					
O - Outstanding		Performance is so exceptional in relation to requirements of the work and in comparison to the performance of others doing similar work as to warrant special recognition.					
SPECIFIC DUTIES							
List up to six of the most important specific duties performed during the rating period. Insert rating letter which best describes the manner in which employee performs EACH specific duty. Consider ONLY effectiveness in performance of that duty. All employees with supervisory responsibilities MUST be rated on their ability to supervise (indicate number of employees supervised).							
SPECIFIC DUTY NO. 1						RATING LETTER	
See Section C.							
SPECIFIC DUTY NO. 2						RATING LETTER	
SPECIFIC DUTY NO. 3						RATING LETTER	
SPECIFIC DUTY NO. 4						RATING LETTER	
SPECIFIC DUTY NO. 5						RATING LETTER	
SPECIFIC DUTY NO. 6						RATING LETTER	
OVERALL PERFORMANCE IN CURRENT POSITION							
Take into account everything about the employee which influences his effectiveness in his current position such as performance of specific duties, productivity, conduct on job, cooperativeness, pertinent personal traits or habits, and particular limitations or talents. Based on your knowledge of employee's overall performance during the rating period, place the letter in the rating box corresponding to the statement which most accurately reflects his level of performance.						RATING LETTER	
10 APR 1965							



SECRET

(When Filled In)

SECTION C

NARRATIVE COMMENTS

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

Since 10 August 1964, Mr. McCord has been enrolled as a student at the Air War College, Maxwell Air Force Base, Montgomery, Alabama. He will complete his course there on 4 June 1965. Prior to 10 August 1964, Mr. McCord was in a travel status from his assignment as Chief, Security Branch, Frankfurt, Germany.

In view of the above, no rating is made for this reporting period.

SECTION D

CERTIFICATION AND COMMENTS

1. BY EMPLOYEE		
I CERTIFY THAT I HAVE SEEN SECTIONS A, B, AND C OF THIS REPORT		
DATE	SIGNATURE OF EMPLOYEE	
2. BY SUPERVISOR		
MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION	IF THIS REPORT HAS NOT BEEN SHOWN TO EMPLOYEE, GIVE EXPLANATION	
	Mr. McCord will be advised that he has not been rated for this period.	
DATE	OFFICIAL TITLE OF SUPERVISOR	TYPED OR PRINTED NAME AND SIGNATURE
30 MAR 65	Asst. Dep. Dir of Sec. (PPS)	Howard J. Osborn
3. BY REVIEWING OFFICIAL		
COMMENTS OF REVIEWING OFFICIAL		
DATE	OFFICIAL TITLE OF REVIEWING OFFICIAL	TYPED OR PRINTED NAME AND SIGNATURE
30 March 1965	Director of Security	Howard J. Osborn

SECRET

17 APR 1964

SECRET/

17 March 1964

58124

MEMORANDUM FOR: Director of Personnel

SUBJECT: Fitness Report - James W. McCord, Jr.
DOB: 24 Jan 1924, Male, GS-15,
SS German Station, Career, Annual Report
(1 April 1963 - 31 March 1964)

1. James W. McCord, Jr. GS-15, has served as Chief, Security Branch, under my supervision for the subject period.
2. His duties were as follow:
 - a. Security policy advisor to COS and its senior Station and Base officers.
 - b. Supervised nine professional and four clerical employees of the Security Branch and the Military Personnel Unit.
 - c. Directed conduct of LCFLUTTER, SGLATERAL, Physical Security duties, and Investigations performed by the Security Branch.
 - d. Reviewed security of German Station and recommended ways and means for strengthening and improving.
 - e. Furnished technical security support and guidance to other Bases in EE, and outside of EE on request.
 - f. Reviewed investigative reports of the Security Branch and performed such other duties as directed by the COS; Chief, CSB; and Chief, Administrative Staff.
3. This individual is an outstanding security officer. He efficiently performs his broad responsibilities, effectively manages those he supervises and is cost conscious. On the last-mentioned item, he weighs both cost and security factor and has been flexible where he has felt security could be relaxed -- but recognizes that there are areas where cost is secondary. He continues to keep the proper personnel informed of his activities and he is one of the best security

22 APR 1964

SECRET/

17 APR 1964

GROUP 1-Excluded from automatic downgrading and declassification

SECRET/[REDACTED]

-2-

officers with whom I have had the pleasure to be associated. During this period he has been assigned responsibility for supervision of the Military Personnel Branch. This consolidation has given the Security Branch greater flexibility and has increased the utilization of available personnel. Subject has also instituted off-duty security training courses for those interested military personnel.

4. I would rate him from Strong to Outstanding on the duties in paragraph 2 above with an overall rating of Strong.

Read: [REDACTED]

[REDACTED]
/s/ James W. McCord, Jr.

[REDACTED]
/s/ Daniel M. Kelley

Reviewer's Comments;

McCord

I agree that [REDACTED] is a very strong security officer. He tends to be conservative in his views and judgments. He maintains excellent morale in his Branch. In the never-ending conflict between economy and a desirable level of security, he usually leans toward the latter.

[REDACTED]
[REDACTED]
[REDACTED]

SECRET/[REDACTED]

SECRET

058 124
28 March 1963

MEMORANDUM FOR: Director of Personnel

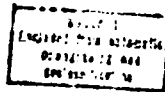
SUBJECT : Fitness Report (June 1962 - March 1963)

JAMES W. MCCORD

1. [REDACTED] GS-15, has served as Chief, Security Branch, under my supervision for the subject period.
2. His duties were as follows:
 - a. Security policy advisor to COS and its senior Station and Base officers.
 - b. Supervised nine professional and four clerical employees of the Security Branch.
 - c. Directed conduct of LCFLUTTER, SGLATERAL, Physical Security duties, and investigations performed by the Security Branch.
 - d. Reviewed security of German Station and recommended ways and means for strengthening and improving.
 - e. Furnished technical security support and guidance to other Bases in EE, and outside of EE on request.
 - f. Reviewed investigative reports of the Security Branch and performed such other duties as directed by the Chief of Station, Deputy for Coordination and Services, and Chief, Administrative Staff.
3. ^{MCCORD} [REDACTED] has demonstrated time and again his ability to efficiently perform his broad responsibilities in a most efficient manner. His position is not an easy one. He is under the general supervision of the undersigned, while also working on activities directly for the COS and the DCS. He has been able to coordinate these activities in such a way as to earn the respect of all those with whom he deals. He has respected confidences, but also insured that the undersigned has been adequately briefed. He has acted for the undersigned in his absence and will continue to do so.

4. I would rate . . .

15 MAY 1963



SECRET

SECRET

- 2 -

4. I would rate him from Strong to Outstanding on the individual functions, with an over-all rating of Strong. He is a good supervisor.

DANIEL M. KELLY /s/

[REDACTED]

READ:

[REDACTED]

_____ (DATE)

JAMES W. McCORD /s/

REVIEWER'S COMMENTS:

I agree with the comments of the rating officer. Subject is an outstanding staff officer and capable of assuming broader responsibilities. He never complains of obstacles, but uniformly produces excellent results.

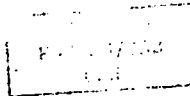
[REDACTED]

/s/

[REDACTED]

SECRET

SECRET



18 MAY 1962

SUBJECT: James W. McCord, Jr.
Annual Fitness Report - 1 April 1961 to 31 March 1962

During this reporting period, Mr. McCord has continued to function as coordinator of a comprehensive highly sensitive series of investigations involving investigative representatives of all elements of the intelligence community. This assignment has been carried out by Mr. McCord with considerable initiative, skill and enthusiasm.

Mr. McCord, during this reporting period, served as Case Officer on a sensitive and very important personnel security case which due to his efforts was brought to a successful conclusion with favorable results to the Agency.

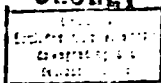
Mr. McCord has performed a liaison function with a vital element of a friendly service which has resulted in the maintenance of a cordial relationship of great value to the Office of Security and the Agency. This liaison has required Mr. McCord to perform several periods of temporary duty overseas during which he not only carried out his liaison function, but handled other special investigative assignments in a successful manner.

On various occasions during the reporting period in the absence of the Chief, Mr. McCord has functioned as Acting Chief of SRS and has performed his duties in an extremely competent manner.

It is felt that Mr. McCord's forthcoming assignment as Security Officer, German Station will give him additional varied experience of value in his career development.

Paul F. Gaynor
Paul F. Gaynor
Chief/SRS/OS

SECRET

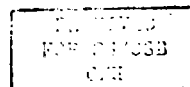


SECRET

Read by: Jamie W. Carl Date: May 18 62
Reviewed by: Seamus Edwards Date: 18 May 62

SECRET

SECRET



25 MAR 1961
M. J. [Signature]

SUBJECT: James W. McCord, Jr.
Annual Fitness Report - 1 April 1960 - 31 March 1961

During the reporting period, Mr. McCord on various occasions, has functioned as Acting Chief/SRS, during absences of the Chief and has discharged this function in a highly competent fashion.

Mr. McCord, since last report was rendered, has coordinated a comprehensive investigation of a highly sensitive security matter involving investigative representatives from all members of the U. S. intelligence community. This assignment has required a high degree of tact, patience and investigative skill on the part of Mr. McCord.

In addition, during the reporting period, Mr. McCord has served as Case Officer on a counter-intelligence case of considerable importance to the security of the Agency and has displayed rare qualities of initiative, energy, and imagination in developing this case.

Mr. McCord is considered particularly well-adapted by virtue of his experience, training and personality for his present assignment.

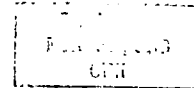
Paul F. Gaynor
Paul F. Gaynor
Chief/SRS/OS

Read by: James W. [Signature] Date: 2 APR 1961

Reviewed by: Staff Sergeant [Signature] Date: 17 APR 1961

SECRET

SECRET



SUBJECT: James W. McCord, Jr.
Annual Fitness Report - 1 April 1959 - 31 March 1960

During the reporting period, Mr. McCord functioned as Acting Chief of the Security Research Staff, Office of Security for a period of six months. He discharged this function in an extremely able fashion and handled a number of highly sensitive assignments with skill and finesse.

Mr. McCord has demonstrated on many occasions the ability to subordinate his personal interests to the necessity for performing his assigned tasks.

In the latter two months of the reporting period, Mr. McCord has been coordinating a very important investigation being conducted in the intelligence community of a leak of highly sensitive information which has caused serious damage to U. S. intelligence collection capabilities. He has displayed rare qualities of initiative, imagination and coordination in the course of this investigation.

Mr. McCord has demonstrated repeatedly his ability to perform sensitive assignments of the utmost importance during the reporting period.

Paul F. Gaynor
Chief/SRS/OS

Read by: James W. McCord Date: 4/13/60

Reviewed by: James W. McCord Date: 4/27/60

SECRET
(When Filled In)

RECEIVED
FOR SS/CSE

28 APR 1959
not read

FITNESS REPORT

EMPLOYEE SERIAL NUMBER

SECTION A GENERAL

1. NAME (Last) (First) (Middle) **McCord, James W.** 2. DATE OF BIRTH **26 January 1924** 3. SEX **male** 4. GRADE **GS-14**

5. SERVICE DESIGNATION **SD - SS** 6. OFFICIAL POSITION TITLE **Security Officer** 7. OFF/CI/BR OF ASSIGNMENT **OS/SRS/Office of the Chief**

8. CAREER STAFF STATUS MEMBER DEFERRED INITIAL 9. TYPE OF REPORT ANNUAL REASSIGNMENT/SUPERVISOR REASSIGNMENT/EMPLOYEE

10. DATE REPORT DUE IN O.P. **30 April 1959** 11. REPORTING PERIOD **5/22/58 3/31/59** SPECIAL (Specify)

SECTION B EVALUATION OF PERFORMANCE OF SPECIFIC DUTIES

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

1 - Unsatisfactory 2 - Barely adequate 3 - Acceptable 4 - Competent 5 - Excellent 6 - Superior 7 - Outstanding

SPECIFIC DUTY NO. 1 Assists in the development, implementation and coordination of all CI programs	RATING NO. 7	SPECIFIC DUTY NO. 4 Receives, evaluates and develops information of a counter intelligence nature.	RATING NO. 6
SPECIFIC DUTY NO. 2 Assists in the supervision of all aspects of the CI program	RATING NO. 6	SPECIFIC DUTY NO. 5 Analyzes and evaluates results of counter intelligence operations.	RATING NO. 7
SPECIFIC DUTY NO. 3 Plans operations necessary to resolve counter intelligence cases	RATING NO. 7	SPECIFIC DUTY NO. 6 Conducts such personnel investigations, interrogations and interviews as deemed necessary in sensitive cases.	RATING NO. 7

SECTION C EVALUATION OF OVERALL PERFORMANCE IN CURRENT POSITION

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

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

RATING NO. **6**

SECTION D DESCRIPTION OF THE EMPLOYEE

In the rating boxes below, check (X) the degree to which each characteristic applies to the employee

1 - Least possible degree 2 - Limited degree 3 - Normal degree 4 - Above average degree 5 - Outstanding degree

CHARACTERISTICS	NOT APPLICABLE	NOT OBSERVED	RATING					
			1	2	3	4	5	
GETS THINGS DONE								
RELIABLE								X
ACCEPTS RESPONSIBILITIES							X	
CAN MAKE DECISIONS ON HIS OWN WHEN NEED ARISES								X
DOES HIS JOB WITHOUT STRONG SUPERVISOR							X	
FACILITATES SMOOTH OPERATION OF HIS OFFICE								X
WORKS EFFICIENTLY							X	
RELIABLE CONDITIONS								X
THINKS CLEARLY								X
DISCIPLINE IN ORGANIZING, MAINTAINING AND UPDATING OF RECORDS								X
OTHER CHARACTERISTICS								X

SEE SECTION 97 ON REVERSE SIDE

SECRET

(When Filled In)

SECTION E

NARRATIVE DESCRIPTION OF MANNER OF JOB PERFORMANCE

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

During the past year Mr. McCord has shown superior supervisory and organizational ability. During July and August he personally organized and supervised a major project overseas which was of national interest. His plan of action was implemented smoothly and the CI mission was accomplished. Another major project was successfully directed by Mr. McCord with outstanding results.

Mr. McCord has the proven ability to organize complex problems into workable and seemingly simple plans of action. He is a good supervisor, delegates responsibility, and uses imagination and tenacity of purpose in meeting problems. He is continuing to improve himself. No special training is planned for the next year. Mr. McCord will continue to "grow." He is ready to assume greater responsibility and with further experience will qualify for a senior position in this Agency.

SECTION F

CERTIFICATION AND COMMENTS

1. BY EMPLOYEE

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

DATE 8 April 1959

SIGNATURE OF EMPLOYEE

James W McCord Jr

2. BY SUPERVISOR

MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION

Since March 1954

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

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

EMPLOYEE UNDER MY SUPERVISION LESS THAN 90 DAYS

REPORT MADE WITHIN LAST 90 DAYS

OTHER (Specify):

DATE

OFFICIAL TITLE OF SUPERVISOR

8 April 1959

Chief, Security Research Staff/OS

3. BY REVIEWING OFFICIAL

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

COMMENTS OF REVIEWING OFFICIAL

DATE

OFFICIAL TITLE OF REVIEWING OFFICIAL

TYPED OR PRINTED NAME AND SIGNATURE

13 April 1959

S Director of Security

Edgar Conrad

SECRET

SECRET

(When Filled In)

FITNESS REPORT (Part I) PERFORMANCE

INSTRUCTIONS

FOR THE ADMINISTRATIVE OFFICER: Consult current instructions for completing this report. FOR THE SUPERVISOR: This report is designed to help you express your evaluation of your subordinate and to transmit this evaluation to your supervisor and senior officials. Organization policy requires that you inform the subordinate where he stands with you. Completion of the report can help you prepare for a discussion with him of his strengths and weaknesses. It is also organization policy that you show Part I of this report to the employee except under conditions specified in Regulation 20-353. It is recommended that you read the entire form before completing any question. If this is the initial report on the employee, it must be completed and forwarded to the Office of Personnel no later than 30 days after the date indicated in item A. of Section 'A' below.

SECTION A. GENERAL
1. NAME (Last) McCORD, (First) James (Middle) W.
2. DATE OF BIRTH 26 January 1924
3. SEX male
4. SERVICE DESIGNATION SD - SS
5. OFFICE/DIVISION/BRANCH OF ASSIGNMENT OS/Security Research Staff
6. OFFICIAL POSITION TITLE Acting Deputy Chief, SRS
7. GRADE GS-14
8. DATE REPORT DUE IN OF 22 August 1958
9. PERIOD COVERED BY THIS REPORT (Inclusive dates) 21 August 1957 - 22 August 1958
10. TYPE OF REPORT (Check one) INITIAL [X] ANNUAL [] REASSIGNMENT SUPERVISOR [] REASSIGNMENT EMPLOYEE [] SPECIAL (Specify) []

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

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

B. THIS DATE 29 Sept 1958
C. SUPERVISOR'S OFFICIAL TITLE Chief, SRS

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

Mr. McCord has demonstrated marked ability in all fields of responsibility. His work involves constant dealings with senior officials of the Agency concerning substantive, policy and procedural matters. In this he has displayed exceptional judgment and balance in promoting and protecting the interests of the Agency.

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

8. THIS DATE 2 October 1958
9. TYPED OR PRINTED NAME OF REVIEWING OFFICIAL R. L. Bannerman
10. OFFICIAL TITLE OF REVIEWING OFFICIAL Deputy Director of Security

SECTION C. JOB PERFORMANCE EVALUATION

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

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

6
INSET RATING NUMBER

COMMENTS

BY [Signature]
RATED FOR [Signature]
Reviewed by [Signature]

SECRET

REASONS IN PERFORMANCE OF SPECIFIC DUTIES

OFFICE OF PERSONNEL
 OCT 3 3 22 PM '58
 CALL ROOM

DIRECTIONS:
 a. State in the spaces below up to six of the more important SPECIFIC DUTIES performed during this rating period. Place the most important first. Do not include minor or unimportant duties.
 b. Rate performance on each specific duty considering ONLY the individual's performance in performance of this specific duty.
 c. For supervisors, ability to supervise will always be a factor. Other duties can not rate as supervisors those who supervise a secondary duty.
 d. Keep in your mind, when possible, the individual being rated as performing the same duty at a similar level of responsibility.
 e. Two individuals with the same job title may be performing different duties. If so, rate them on different duties.
 f. Be specific. Examples of the kind of duties that might be listed are:
 ORAL BRIEFING
 GIVING TIPS
 CONDUCTING DEBRIEFINGS
 WRITING TECHNICAL REPORTS
 CONDUCTING EXTERNAL LIAISON
 TYPING
 TAKING DICTATION
 SUPERVISING
 WAS AND USES AREA KNOWLEDGE
 DEVELOPS NEW PROGRAMS
 ANALYZES INDUSTRIAL REPORTS
 MANAGES FILES
 OPERATES RADIO
 COORDINATES WITH OTHER OFFICES
 WRITES REGULATIONS
 PREPARES CORRESPONDENCE
 CONDUCTS INTERVIEWS
 PREPARES SUMMARIES
 TRANSLATES GERMAN
 DEBRIEFING SOURCES
 REVIS DOCS
 DRIVES TRUCK
 MAINTAINS AIR CONDITIONING
 EVALUATES SIGNIFICANCE OF DATA

g. For some jobs, duties may be broken down even further if supervisor considers it advisable, e.g., combined key and phone operation, in the case of a radio operator.

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

SPECIFIC DUTY NO.	RATING NUMBER	SPECIFIC DUTY NO.	RATING NUMBER
1. Assist in the development and coordination of all counter-intelligence programs.	6	4. Analyze and evaluate results of a counter-intelligence operation.	6
2. Plan operations necessary to resolve counter-intelligence cases.	7	5. Maintain liaison with various sensitive government agencies as well as components of CIA regarding all cases.	6
3. Receive, organize and develop information of a counter-intelligence nature.	6	6. Conduct such interrogations, investigations and briefings as necessary.	6

3. NARRATIVE DESCRIPTION OF MANNER OF JOB PERFORMANCE

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

Mr. McCard continues to exhibit superior organizational ability, as well as being a fine supervisor. His imaginative and analytical approach to complex problems quickly reduces them to useable plans. Mr. McCard is an excellent supervisor, can delegate responsibility, give credit to his subordinates and continually works for self-improvement.

SECTION D. SUITABILITY FOR CURRENT JOB IN ORGANIZATION

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

1 - DEFINITELY UNSUITABLE - HE SHOULD BE SEPARATED
 2 - OF DOUBTFUL SUITABILITY...SHOULD NOT HAVE ACCEPTED HIM IF I WAS KNOW WHAT I KNOW NOW
 3 - A BARELY ACCEPTABLE EMPLOYEE...BETTER AVERAGE BUT WITH NO WEAKNESSES SUFFICIENTLY OUTSTANDING TO WARRANT HIS SEPARATION
 4 - OF THE SAME SUITABILITY AS MOST PEOPLE I KNOW IN THE ORGANIZATION
 5 - A FINE EMPLOYEE - HAS SOME OUTSTANDING STRENGTHS
 6 - AN UNUSUALLY STRONG PERSON IN TERMS OF THE REQUIREMENTS OF THE ORGANIZATION
 7 - EXCELS BY ONLY A FEW IN SUITABILITY FOR WORK IN THE ORGANIZATION

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

SECRET

FITNESS REPORT (Part II) POTENTIAL

INSTRUCTIONS

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

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

SECTION E.

GENERAL

1. NAME (Last) McCORD, (First) Jamao (Middle) W.	2. DATE OF BIRTH 20 January 1924	3. SEX male	4. SERVICE DESIGNATION SD - SS
5. OFFICE/DIVISION/BRANCH OF ASSIGNMENT OS/Security Research Staff		6. OFFICIAL POSITION TITLE Acting Deputy Chief, SRS	
7. GRADE GS-14	8. DATE REPORT DUE IN OF 22 August 1958	9. PERIOD COVERED BY THIS REPORT (Inclusive dates) 21 August 1957 - 22 August 1958	
10. TYPE OF REPORT (Check one)	<input checked="" type="checkbox"/> INITIAL	<input type="checkbox"/> REASSIGNMENT/PROVISION	<input type="checkbox"/> SPECIAL (Specify)
	<input type="checkbox"/> ANNUAL	<input type="checkbox"/> REASSIGNMENT/PROVISION	

SECTION F.

CERTIFICATION

1. FOR THE RATER: I CERTIFY THAT THIS REPORT REPRESENTS AN ACCURATE STATEMENT OF THE INDIVIDUAL BEING RATED

A. THIS DATE **29 Sept 1958** B. TYPED

C. SUPERVISOR'S OFFICIAL TITLE **Chief, SRS**

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

A. THIS DATE **2 Oct 58** B. TYPED

C. NAME AND SIGNATURE OF REVIEWING OFFICIAL **[Signature]** D. OFFICIAL TITLE OF REVIEWING OFFICIAL **Dep. Dir. Security**

SECTION G.

ESTIMATE OF POTENTIAL

1. POTENTIAL TO ASSUME GREATER RESPONSIBILITIES
DIRECTIONS: Considering others of his grade and type of assignment, rate the employee's potential to assume greater responsibilities. Think in terms of the kind of responsibility encountered at the various levels in his kind of work.

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

2. SUPERVISORY POTENTIAL

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

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

ACTUAL	POTENTIAL	DESCRIPTIVE SITUATION
3	3	A GROUP DOING THE BASIC JOB (Group leaders, stenographers, technicians or professional specialists of various kinds) WITH CONTACT WITH IMMEDIATE SUBORDINATES IS FREQUENT (First line supervision)
3	3	A GROUP OF SUPERVISORS WHO DIRECT THE BASIC JOB (Second line supervisors)
2	3	A GROUP WHO MAY OR MAY NOT BE SUPERVISORS, BUT ARE RESPONSIBLE FOR DESIGN PLANNING, ORGANIZATION AND POLICY (Executive level)
	3	WHEN CONTACT WITH IMMEDIATE SUBORDINATES IS NOT FREQUENT
3	3	WHEN IMMEDIATE SUPERVISION ACTIVITIES ARE FREQUENT AND NEED CAREFUL COORDINATION
1	3	WHEN IMMEDIATE SUPERVISION ACTIVITIES ARE FREQUENT AND NEED CAREFUL COORDINATION
		Other (Specify)

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

4. COMMENTS CONCERNING POTENTIAL

Mr. [Name] has demonstrated organizational steadiness, superior presence, responsibility and [Name] eventually qualify [Name] for a senior position in this Agency.

Oct 3 3 02 PM '58
MAIL ROOM

SECTION II. FUTURE PLANS

1. TRAINING OR OTHER DEVELOPMENTAL EXPERIENCE PLANNED FOR THE INDIVIDUAL

None at present - recommend that he remain in his present position for at least two more years.

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

None

SECTION I. DESCRIPTION OF INDIVIDUAL

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

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

CATEGORY	STATEMENT	CATEGORY	STATEMENT	CATEGORY	STATEMENT
5	1. ABLE TO SEE ANOTHER'S POINT OF VIEW	5	11. HAS HIGH STANDARDS OF ACCOMPLISHMENT	5	21. IS EFFECTIVE IN DISCUSSING WITH ASSOCIATES
5	2. CAN MAKE DECISIONS ON HIS OWN WHEN NECESSARY	5	12. SHOWS ORIGINALITY	5	22. IMPLEMENTS DECISIONS REGARDLESS OF OWN FEELINGS
5	3. HAS INITIATIVE	5	13. ACCEPTS RESPONSIBILITIES	5	23. IS THOUGHTFUL OF OTHERS
5	4. IS ANALYTIC IN HIS THINKING	5	14. ADMITS HIS ERRORS	5	24. WORKS WELL UNDER PRESSURE
4	5. STRIVES CONSTANTLY FOR HIS KNOWLEDGE AND IDEAS	5	15. RESPONDS WELL TO SUPERVISION	5	25. DISPLAYS JUDGMENT
4	6. GOES BEHIND TO GIVE ASSISTANCE	5	16. DOES HIS JOB WITHOUT STRONG SUPPORT	5	26. IS SECURITY CONSCIOUS
5	7. CAN GET ALONG WITH PEOPLE	5	17. COMES UP WITH SOLUTIONS TO PROBLEMS	5	27. IS VERSATILE
4	8. HAS MINDS FOR FAULTS	5	18. IS CONFIDENT	5	28. HIS CRITICISM IS CONSTRUCTIVE
5	9. GETS THINGS DONE	5	19. TALKS FREELY	5	29. FACILITATES SWOOTH OPERATION OF HIS OFFICE
5	10. CAN TAKE WITH UNDERSTANDING	5	20. EMPLOYEES RESPECTS RIGHTS OF OTHERS	5	30. DOES NOT RESERVE STARS AND COMMENDATIONS UNWARRANTED

SECRET

SECRET

Form Filled In.

FITNESS REPORT (Part I) PERFORMANCE

INSTRUCTIONS

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

FOR THE SUPERVISOR: This report is designed to help you express your evaluation of your subordinate and to transmit this evaluation to your supervisor and senior officials. Organization policy requires that you inform the subordinate where he stands with you. Completion of the report can help you prepare for a discussion with him of his strengths and weaknesses. It is also organization policy that you show Part I of this report to the employee except under any special circumstances specified in Regulation 20.470. It is recommended that you read the entire form before completing it. If this is the initial report on the employee, it must be completed and forwarded to the Office of Personnel no later than 30 days after the date indicated in item B. of Section "A" below.

SECTION A.

GENERAL

1. NAME (Last) (First) (Middle)		2. DATE OF BIRTH	3. SEX	4. SERVICE DESIGNATION
McCORD, James W., Jr.		26 January 1924	male	SD-88
5. OFFICE/DIVISION/BRANCH OF ASSIGNMENT		6. OFFICIAL POSITION TITLE		
OS/Security Research Staff		Investigator Acting Deputy Chief, Security Research Staff		
7. GRADE	8. DATE REPORT DUE IN-OP	9. PERIOD COVERED BY THIS REPORT (Inclusive dates)		
GS-14	22 August 1957	22 August 1956 - 21 August 1957		
10. TYPE OF REPORT (Check one)		11. SPECIAL (Specify)		
<input checked="" type="checkbox"/> INITIAL				
<input type="checkbox"/> REASSIGNMENT-SUPERVISOR				
<input type="checkbox"/> REASSIGNMENT-EMPLOYEE				

SECTION B.

CERTIFICATION

1. FOR THE WATER: THIS REPORT HAS HAS NOT BEEN SHOWN TO THE INDIVIDUAL RATED. IF NOT SHOWN, EXPLAIN WHY NOT.

A. CHECK (X) APPROPRIATE STATEMENTS:

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

B. THIS DATE
28 August 1957

C. TYPED OR PRINTED NAME

D. SUPERVISOR'S OFFICIAL TITLE

Chief/Security Research Staff, OS

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

Reviewed by: WHD 9/18/57

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

A. THIS DATE 3 Sept 57	B. TYPED OR PRINTED NAME AND OFFICIAL TITLE	C. OFFICIAL TITLE OF REVIEWING OFFICIAL EXECUTIVE OFFICER
---------------------------	---	--

SECTION C. JOB PERFORMANCE EVALUATION

1. RATING ON GENERAL PERFORMANCE OF DUTIES

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

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

COMMENTS:

SECRET

OFFICE OF PERSONNEL

2. RATINGS ON PERFORMANCE OF SPECIFIC DUTIES

DIRECTIONS:

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

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

SEP 5 3 42 PM '57
MAIL ROOM

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

SPECIFIC DUTY NO.	DESCRIPTION	RATING NUMBER	SPECIFIC DUTY NO.	DESCRIPTION	RATING NUMBER
1	Assist in the development and coordination of all counter intelligence programs	5	4	Analyze and evaluate results of a counter intelligence operation	6
2	Plan operations necessary to resolve counter intelligence cases	7	5	Maintain liaison with various other sensitive govt. agencies as well as other components of CIA in conn. with CIA operations.	6
3	Receive, evaluate and develop information of counter intelligence nature	6	6	Conduct such personnel invest., interrogations & interviews as deemed necessary in certain cases.	6

3. NARRATIVE DESCRIPTION OF MANNER OF JOB PERFORMANCE

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

Mr. McCord has a great organizational ability. This combined with an analytical mind, imagination and tenacity of purposes enables him to organize complex problems into workable and seemingly simple plans of action. He is a good supervisor, can delegate responsibility, gives credit to his subordinates and, in turn, is well liked by them. He is continually working to improve himself by both formal and informal training.

SECTION D. SUITABILITY FOR CURRENT JOB IN ORGANIZATION

- DIRECTIONS: Take into account here everything you know about the individual...productivity, conduct in the job, pertinent personal characteristics or habits, special defects or talents...and how he fits in with your team. Compare him with others doing similar work of about the same level.
- DEFINITELY UNSUITABLE - HE SHOULD BE SEPARATED
 - OF DOUBTFUL SUITABILITY - SHOULD NOT HAVE ACCEPTED HIM IF I HAD KNOWN WHAT I KNOW NOW
 - A BARELY ACCEPTABLE EMPLOYEE...BELOW AVERAGE BUT WITH NO WEAKNESSES SUFFICIENTLY OUTSTANDING TO WARRANT HIS SEPARATION
 - OF THE SAME SUITABILITY AS MOST PEOPLE I KNOW IN THE ORGANIZATION
 - A FINE EMPLOYEE...HAS SOME OUTSTANDING STRENGTHS
 - AN UNUSUALLY STRONG PERSON IN TERMS OF THE REQUIREMENTS OF THE ORGANIZATION
 - EXCELLED BY ONLY A FEW IN SUITABILITY FOR WORK IN THE ORGANIZATION

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

SECRET

SECRET

(When Filled In)

FITNESS REPORT (Part II) POTENTIAL

INSTRUCTIONS

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

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

SECTION E.

GENERAL

1. NAME (Last) (First) (Middle) McCord, James W., Jr.		2. DATE OF BIRTH 26 January 1924	3. SEX male	4. SERVICE DESIGNATION SD-SS
5. OFFICE/DIVISION/BRANCH OF ASSIGNMENT OS/Security Research Staff		6. OFFICIAL POSITION/TITLE Investigator Acting Deputy Chief, Security Research Staff		
7. GRADE GS-14	8. DATE REPORT DUE IN OTC 22 August 1957	9. PERIOD COVERED BY THIS REPORT (Inclusive dates) 22 August 1956 - 21 August 1957		
10. TYPE OF REPORT (Check one)		REASSIGNMENT-SUPERVISOR		SPECIAL (Specify)
		<input checked="" type="checkbox"/> INITIAL		
		<input type="checkbox"/> REASSIGNMENT-EMPLOYEE		

SECTION F.

CERTIFICATION

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

A. THIS DATE 28 August 1957	B. TYPED OR PRINTED NAME AND SIGNATURE OF SUPERVISOR	C. SUPERVISOR'S OFFICIAL TITLE Chief/Security Research Staff/OS
--------------------------------	--	--

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

A. THIS DATE 29 August 1957	B. TYPED OR PRINTED NAME AND SIGNATURE OF REVIEWING OFFICIAL	C. OFFICIAL TITLE OF REVIEWING OFFICIAL
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SECTION G.

ESTIMATE OF POTENTIAL

1. POTENTIAL TO ASSUME GREATER RESPONSIBILITIES

DIRECTIONS: Considering others of his grade and type of assignment, rate the employee's potential to assume greater responsibilities. Think in terms of the kind of responsibility encountered at the various levels in his kind of work.

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

2. SUPERVISORY POTENTIAL

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

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

SECRET

(When Filled In)

OFFICE OF PERSONNEL

3. INDICATE THE APPROXIMATE NUMBER OF MONTHS THE NAMED EMPLOYEE HAS BEEN UNDER YOUR SUPERVISION
36

4. COMMENTS CONCERNING POTENTIAL
Mr. McCord has a good educational background, well rounded personality, which combined with his organizational ability and further experience should equip him for a senior position in this Agency.

SEP 5 3 42 PM '57
MAIL ROOM

SECTION II. FUTURE PLANS

1. TRAINING OR OTHER DEVELOPMENTAL EXPERIENCE PLANNED FOR THE INDIVIDUAL

McCord should continue in his present assignment as Deputy Chief/SRS for at least two more years.

McCord wishes to continue his study of Russian.

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

SECTION I. DESCRIPTION OF INDIVIDUAL

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

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

CATEGORY	STATEMENT	CATEGORY	STATEMENT	CATEGORY	STATEMENT
4	1. ABLE TO SEE ANOTHER'S POINT OF VIEW	5	11. HAS HIGH STANDARDS OF ACCOMPLISHMENT	4	21. IS EFFECTIVE IN DISCUSSIONS WITH ASSOCIATES
5	2. CAN MAKE DECISIONS ON HIS OWN WHEN NEED ARISES	5	12. SHOWS ORIGINALITY	4	22. IMPLEMENTS DECISIONS REGARDLESS OF OWN FEELINGS
5	3. HAS INITIATIVE	5	13. ACCEPTS RESPONSIBILITIES	5	23. IS THOUGHTFUL OF OTHERS
5	4. IS ANALYTICAL IN HIS THINKING	4	14. ADMITS HIS ERRORS	5	24. WORKS WELL UNDER PRESSURE
5	5. STRIVES CONSTANTLY FOR NEW KNOWLEDGE AND IDEAS	4	15. RESPONDS WELL TO SUPERVISION	5	25. DISPLAYS JUDGEMENT
4	6. SHOWS WHEN IN NEED ASSISTANCE	5	16. DOES HIS JOB WITHOUT EXCESS EFFORT	5	26. IS SECURITY CONSCIOUS
5	7. CAN GET ALONG WITH PEOPLE	5	17. COMES UP WITH SOLUTIONS TO PROBLEMS	4	27. IS VERSATILE
4	8. HAS MEMOY FOR POLICY	4	18. IS COOPERATIVE	4	28. HAS INTEREST IN CONSTRUCTION
5	9. SAYS THINGS DONE	5	19. THINKS LOGICALLY	4	29. FACILITATES WORK OF OTHERS IN HIS OFFICE
4	10. CAN GET ALONG WITH SUPERVISORS	5	20. EMPHATICALLY SUBORDINATE TO SUPERVISORS	5	30. FEELS HIS WORK IS IMPORTANT AND MEANINGFUL

SECRET

SECRET

(When Filled In)

FITNESS REPORT (Part I) PERFORMANCE

INSTRUCTIONS

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

FOR THE SUPERVISOR: This report is designed to help you express your evaluation of your subordinate and to transmit this evaluation to your supervisor and senior officials. Organization policy requires that you inform the subordinate where he stands with you. Completion of the report can help you prepare for a discussion with him of his strengths and weaknesses. It is also organization policy that you show Part I of this report to the employee except under conditions specified in regulation 20-370. It is recommended that you read the entire form before completing any section. If this is the initial report on the employee, it must be completed and forwarded to the office of Personnel no later than 30 days after the date indicated in item A. of Section "A" below.

SECTION A.

GENERAL

1. NAME (Last) McCord (First) James (Middle) W. Jr.		2. DATE OF BIRTH 26 January 1924	3. SEX male	4. SERVICE DESIGNATION SD-SS
5. OFFICE/DIVISION/BRANCH OF ASSIGNMENT CS/Security Research Staff		6. OFFICIAL POSITION TITLE Investigator		
7. GRADE GS-12	8. DATE REPORT DUE IN OF 22 August 1956	9. PERIOD COVERED BY THIS REPORT (Inclusive dates) 22 August 1955 - 21 August 1956		
10. TYPE OF REPORT (Check one)		SPECIAL (Specify)		
<input checked="" type="checkbox"/> INITIAL	<input type="checkbox"/> REASSIGNMENT-SUPERVISOR	<input type="checkbox"/> REASSIGNMENT-EMPLOYEE		

SECTION B.

CERTIFICATION

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

A. CHECK (X) APPROPRIATE STATEMENTS:

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

B. THIS DATE

27 August 1956

C. TYPED OR PRINTED NAME

D. SUPERVISOR'S OFFICIAL TITLE

Chief, CI/SRS

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

BY	DATE
Posted Pos. Control <i>[Signature]</i>	5 SEP 1956
Reviewed by PUD <i>[Signature]</i>	7 SEP 1956

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

A. THIS DATE

27 August 1956

B. TYPED OR PRINTED NAME

Paul S. Garner

C. OFFICIAL TITLE OF REVIEWING OFFICIAL

Chief, Security Research Staff

SECTION C.

JOB PERFORMANCE EVALUATION

1. RATING ON GENERAL PERFORMANCE OF DUTIES

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

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

COMMENTS:

6
INSERT RATING NUMBER

SECRET

(When Filled In)

2. RATINGS ON PERFORMANCE OF SPECIFIC DUTIES

DIRECTIONS:

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

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

OFFICE OF RESEARCH AND ANALYSIS
 SEP 5 10-30 AM '56
 MAIL ROOM

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

SPECIFIC DUTY NO. 1 Receives, evaluates and develops information of a counterintelligence nature.	RATING NUMBER 6	SPECIFIC DUTY NO. 4 Evaluates results of counter-intelligence operations.	RATING NUMBER 6
SPECIFIC DUTY NO. 2 Plans operations necessary to resolve counter-intelligence matters.	RATING NUMBER 6	SPECIFIC DUTY NO. 5 Maintains liaison with various other sensitive government agencies as well as other components of CIA in connection with CI operations.	RATING NUMBER 6
SPECIFIC DUTY NO. 3 Coordinates SO resources in implementation of CI operations.	RATING NUMBER 7	SPECIFIC DUTY NO. 6 Conducts such personal investigation, interrogations and interviews as deemed necessary in certain cases.	RATING NUMBER 6

3. NARRATIVE DESCRIPTION OF MANNER OF JOB PERFORMANCE

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

Mr. McCord's greatest strength is his ability to follow tenuous counter-intelligence leads without becoming enmeshed in extraneous material. He organizes his work well, then proceeds to follow through to completion. He has ability to do vast quantities of work, shows initiative and imagination and gets along well with all classes of people.

SECTION D. SUITABILITY FOR CURRENT JOB IN ORGANIZATION

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

- 1 - DEFINITELY UNSUITABLE - HE SHOULD BE SEPARATED
- 2 - OF DOUBTFUL SUITABILITY...WOULD NOT HAVE ACCEPTED HIM IF I HAD KNOWN WHAT I KNOW NOW
- 3 - A BARELY ACCEPTABLE EMPLOYEE...BELOW AVERAGE BUT WITH NO WEAKNESSES SUFFICIENTLY OUTSTANDING TO WARRANT HIS SEPARATION
- 4 - OF THE SAME SUITABILITY AS MOST PEOPLE I KNOW IN THE ORGANIZATION
- 5 - A FINE EMPLOYEE - HAS SOME OUTSTANDING STRENGTHS
- 6 - AN UNUSUALLY STRONG PERSON IN TERMS OF THE REQUIREMENTS OF THE ORGANIZATION
- 7 - EXCELLED BY ONLY A FEW IN SUITABILITY FOR WORK IN THE ORGANIZATION

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

7
RATING NUMBER

SECRET

SECRET

(When Filled In)

FITNESS REPORT (Part II) POTENTIAL

INSTRUCTIONS

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

FOR THE SUPERVISOR: This report is a privileged communication to your supervisor, and to appropriate career management and personnel officials concerning the potential of the employee being rated. It is NOT to be shown to the rated employee. It is recommended that you read the entire report before completing any question. This report is to be completed only after the employee has been under your supervision **FOR AT LEAST 90 DAYS.** If less than 90 days, hold and complete after the 90 days has elapsed. If this is the INITIAL REPORT on the employee, however, it MUST be completed and forwarded to the OI no later than 30 days after the due date indicated in item 4 of Section "E" below.

SECTION E.

GENERAL

1. NAME (Last) (First) (Middle)	2. DATE OF BIRTH	3. SEX	4. SERVICE DESIGNATION
McCord, James W., Jr.	26 January 1924	Male	SD-SS
5. OFFICE/DIVISION-BRANCH OF ASSIGNMENT		6. OFFICIAL POSITION TITLE	
OS/Security Research Staff		Investigator	
7. GRADE	8. DATE REPORT DUE IN OP	9. PERIOD COVERED BY THIS REPORT (Inclusive dates)	
GS-13	22 August 1956	22 August 1955 - 22 August 1956	
10. TYPE OF REPORT (Check one)	INITIAL	REASSIGNMENT-SUPERVISOR	SPECIAL (Specify)
	ANNUAL	REASSIGNMENT-EMPLOYEE	

SECTION F.

CERTIFICATION

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

A. THIS DATE	B. TYPED OR PRINTED NAME AND SIGNATURE OF RATER	C. SUPERVISOR'S OFFICIAL TITLE
27 August 1956	<i>[Signature]</i>	Chief, OS/Sec. Research Staff

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

A. THIS DATE	B. TYPED OR PRINTED NAME AND SIGNATURE OF REVIEWING OFFICIAL	C. OFFICIAL TITLE OF REVIEWING OFFICIAL
27 August 1956	<i>[Signature]</i>	Chief, Security Research Staff

SECTION G.

ESTIMATE OF POTENTIAL

1. POTENTIAL TO ASSUME GREATER RESPONSIBILITIES
DIRECTIONS: Considering others of his grade and type of assignment, rate the employee's potential to assume greater responsibilities. Think in terms of the kind of responsibility encountered at the various levels in his kind of work.

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

2. SUPERVISORY POTENTIAL

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

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

SECRET

(Form Filled In)

1. INDICATE THE APPROXIMATE NUMBER OF MONTHS THE NAMED EMPLOYEE HAS BEEN UNDER YOUR SUPERVISION: **29 months**

2. COMMENTS CONCERNING POTENTIAL: **Mr. McCord is an outstanding individual who should continue to develop into a key employee. He is particularly good at organizing and directing operations. He does not need further experience in his present position, but within two years should be ready to assume a senior position in the Security Office or in CI/DDP.**

OFFICE OF PERSONNEL
3/31/56
MAIL ROOM

SECTION II. FUTURE PLANS

1. TRAINING OR OTHER DEVELOPMENTAL EXPERIENCE PLANNED FOR THE INDIVIDUAL: **None planned for the present. Should continue to work in present position.**

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

SECTION I. DESCRIPTION OF INDIVIDUAL

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

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

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

SECRET

SECRET
(When Filled In)

FITNESS REPORT

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

COPIED

INSTRUCTIONS

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

TO THE SUPERVISOR: Read the entire form before attempting to complete any item. As the supervisor who assigns, directs and reviews the work of the individual, you have primary responsibility for evaluating his strengths, weaknesses, and on-the-job effectiveness as revealed by his day-to-day activities. If this individual has been under your supervision for less than 30 days, you will collaborate with his ~~previous~~ supervisors to make sure the report is accurate and complete. Primary responsibility rests with the current supervisor. It is assumed that throughout the period this individual has been under your supervision, you have discharged your supervisory responsibility by frequent discussions of his work, so that in a general way he knows what he stands for.

A. NEXT DUE DATE - 22 AUG 56

Posted Per. Card 898 10/21/55
1976

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

SECTION I (To be filled in by Administrative Officer)

1. NAME (Last) McCORM	(First) James	(Middle) H. Jr.	2. DATE OF BIRTH 26 Jan. 1924	3. SEA M	4. CAREER DESIGNATION GS-13
5. DATE OF ENTRANCE ON DUTY 22 August 1951	6. OFFICE ASSIGNED TO Security	7. DIVISION Security Research Staff	8. BRANCH	9. GRADE GS-13	
9. NATURE OF ASSIGNMENT <input type="checkbox"/> DEPARTMENTAL <input type="checkbox"/> FIELD	10. IF FIELD, SPECIFY STATION				
12. DATE THAT THIS REPORT IS DUE 31 August 1955	13. PERIOD COVERED BY THIS REPORT (Inclusive dates) 22 August 1954 to 22 August 1955				

SECTION II (To be filled in by Supervisor)

1. CURRENT POSITION 1870-24 Chief, External Branch, Security Research Staff	2. DATE ASSUMED RESPONSIBILITY FOR POSITION 1 January 1955
3. WHAT SPECIFIC ASSIGNMENTS OR TASKS ARE TYPICAL OF THOSE GIVEN TO HIM DURING THE PAST THREE TO SIX MONTHS (List in order of frequency):	

As Chief, External Branch (CI), planned and directed sensitive CI investigations; coordinated action with other Government investigative services; analyzed results of investigations, conducted and directed detailed research on CI problems; conducted interrogations and interviews on all phases of CI activity; wrote detailed reports on CI cases; supervised activities of SRS employees assigned to External Branch.

READ THE ENTIRE FORM BEFORE ATTEMPTING TO COMPLETE ANY ITEM

SECTION III

I certify that, during the latter half of the period covered by this report, I have discussed with the rated individual the manner in which he has performed his job and provided suggestions and criticisms wherever needed. I believe that his understanding of my evaluation of his performance is consistent with my evaluation of him as evidenced by this fitness report and I have informed him of his strengths, weaknesses, and on-the-job effectiveness. If performance during the report period has been unsatisfactory, there is attached a copy of the memorandum notifying him of unsatisfactory performance.

This report has has not been shown to the individual rated.

THIS DATE **9/28/55** SIGNATURE OF OFFICER (Employee's immediate supervisor)

I HAVE REVIEWED THIS REPORT (Comments, if any, are reflected by attached memorandum)

THIS DATE **9-28-55** SIGNATURE OF ADMINISTRATIVE OFFICER (Official next higher in line of authority)

note

SECRET
(When Filled In)

SECTION IV

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

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

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

SECRET

(When Filled In)

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

SECTION 1

A. WHAT ARE HIS OUTSTANDING STRENGTHS?

Ability to go into details of a CI case, following all pertinent leads without becoming involved in extraneous matters.

B. WHAT ARE HIS OUTSTANDING WEAKNESSES?

None

SECRET

SECRET

(When Filled In)

1. INDICATE IF YOU THINK THAT ANY SINGLE STRENGTH OR WEAKNESS OVERRIDES ALL OTHER CONSIDERATIONS

None

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

3. WHAT TRAINING DO YOU RECOMMEND FOR THIS INDIVIDUAL?

Employee has expressed desire to study Russian

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

SECTION VI

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

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

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

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

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

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

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

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

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

- 1. DEFINITELY UNSUITABLE - HE SHOULD BE SEPARATED.
- 2. OF DOUBTFUL SUITABILITY... WOULD NOT HAVE ACCEPTED HIM IF I HAD A CHOICE WHAT I KNOW NOW.
- 3. A BARELY ACCEPTABLE EMPLOYEE... DEFINITELY BELOW GRADE BUT WITH NO DIABETES SUFFICIENTLY ATTEMPTING TO WARRANT HIS SEPARATION.
- 4. A TYPICAL EMPLOYEE... HE DISPLAYS THE SAME SUITABILITY AS MOST OF THE PEOPLE I KNOW IN THE AGENCY.
- 5. A FINE EMPLOYEE - HAS SOME OUTSTANDING STRENGTHS.
- 6. AN UNUSUALLY STRONG PERSON IN TERMS OF THE REQUIREMENTS OF THE AGENCY... SHOULD BE ONLY A FEW IN SUITABILITY FOR WORK IN THE AGENCY.

SECRET

PERSONNEL EVALUATION REPORT

Items 1 through 6 will be completed by Administrative or Personnel Officer

1. NAME (Last)	2. GRADE	3. POSITION TITLE
McCord	GS-13	Security Officer CI-SE
4. OFFICE	5. PERIOD COVERED BY REPORT	6. TYPE OF REPORT
Security	From 22 Aug. 1953 To 21 Aug. 1954	<input type="checkbox"/> Initial <input type="checkbox"/> Reassignment <input checked="" type="checkbox"/> Annual <input type="checkbox"/> Reassignment of Supervisor
7. STAFF OR DIVISION	8. BRANCH	9. DEPT'L. OR FIELD
Office of Chief		Field

Items 7 through 10 will be completed by the person evaluated

7. LIST YOUR MAJOR DUTIES IN APPROXIMATE ORDER OF IMPORTANCE, WITH A BRIEF DESCRIPTION OF EACH. OMIT MINOR DUTIES.

To handle certain special assignments and conduct certain sensitive research for the Security Office, CIA. Research in many cases of such high sensitivity that the conduct of same must be limited.

8. LIST COURSES OF INSTRUCTION COMPLETED DURING REPORT PERIOD.

Name of Course	Location	Length of Course	Date Completed
none			

9. IN WHAT TYPE OF WORK ARE YOU PRIMARILY INTERESTED?

Same as my present assignments
IF DIFFERENT FROM YOUR PRESENT JOB, EXPLAIN YOUR QUALIFICATIONS (APTITUDE, KNOWLEDGE, SKILLS).

10. DATE

22 July 1954
James W. McCarl Jr. (Signature)

Items 11 through 13 will be completed by Supervisor

11. BRIEFLY DESCRIBE THIS PERSON'S PERFORMANCE ON THE MAJOR DUTIES LISTED UNDER ITEM 7 ABOVE.

Mr. McCord has performed the above duties in an excellent manner. He has an unusual ability to develop information thru both research and investigation and in this instance has produced results which have been of great value to high authorities of this Agency.

SECRET
SECURITY INFORMATION

12. IN WHAT RESPECT IS THIS PERSON'S PERFORMANCE ON PRESENT JOB MOST NOTICEABLY GOOD OR OUTSTANDING?

In his "knack" for developing information from research and investigation, and in his utmost discretion in sensitive assignments.

13. ON WHAT ASPECT OF PERFORMANCE SHOULD THIS PERSON CONCENTRATE EFFORT FOR SELF IMPROVEMENT?

None noted.

14. COMMENT ON THIS PERSON'S ABILITY TO HANDLE GREATER RESPONSIBILITIES NOW OR IN THE FUTURE.

Yes, he has definite promise of future increased responsibilities.

15. ARE THERE OTHER DUTIES WHICH BETTER SUIT THIS PERSON'S QUALIFICATIONS? (Recommend appropriate reassignment, if possible.)

Not at this time.

16. WHAT TRAINING OR ROTATION DO YOU RECOMMEND FOR THIS PERSON?

None at this time. Will consider for Phase II Operations Course when work load permits.

17. IF PERFORMANCE DURING REPORT PERIOD HAS BEEN UNSATISFACTORY, THERE IS ATTACHED COPY OF MEMORANDUM NOTIFYING THIS PERSON OF UNSATISFACTORY PERFORMANCE. NOT APPLICABLE.

18. THIS PERSONNEL EVALUATION REPORT HAS BEEN DISCUSSED WITH THE PERSON EVALUATED. ADDITIONAL COMMENTS INCLUDING COMMENT ON ITEMS 7, 8 AND 9, ARE SHOWN BELOW UNDER ITEM 20.

11 Oct 1954
DATE

Edgar Edward
SIGNATURE OF SUPERVISOR

19. I HAVE REVIEWED THE ABOVE REPORT. (Comments, if any, are shown in Item 20.)

John S. S.
DATE

SIGNATURE OF REVIEWING OFFICIAL

20. COMMENTS: (If necessary, may be continued on reverse side of cover sheet.)

SECRET

SECRET
SECURITY INFORMATION

20. COMMENTS (Continued):

INSTRUCTIONS

1. Instruction to the Administrative or Personnel Officer

Consult current Administrative Instructions regarding the initiation and transmittal of this report.

2. Instruction to the person evaluated

Since this evaluation will become an important part of your record, you will want to give to it as much care and attention as you would like to have it receive from your Supervisor and the Reviewing Official. With respect to Items 8 and 9, you should include courses of instruction or assignments, either within or outside of the Agency, which you consider pertinent to your career development.

3. Instruction to the Supervisor and the Reviewing Official

a. As the supervisor who assigns, directs and reviews the work of others, you bear primary responsibility for planning and fostering the development of each person under your supervision, commensurate with his capacity, aptitude, knowledge and skills. As an alert supervisor, you judge the people working with you on a job-by-job and day-by-day basis and use this information in carrying out your supervisory responsibilities. Although evaluation is a continuous process, it is necessary periodically to record your observations and recommendations for appropriate action. In preparing the report you should consider the individual's capabilities for further development in his present assignment and his potentialities for more effective utilization in other positions, including work of a more responsible and difficult nature.

b. The following traits are generally regarded as having some bearing on a person's performance and development. Although you are not asked for specific ratings, do not hesitate to refer to these or similar traits in your comments, which should be terse and precise.

COOPERATION
DEPENDABILITY
ACCURACY
SECURITY CONSCIOUSNESS
INITIATIVE

RESOURCEFULNESS
STABILITY UNDER PRESSURE
ABILITY TO OBTAIN RESULTS
JUDGMENT
LEADERSHIP

c. In fairness to the individual and in the interest of the Agency, the importance of carefully prepared and accurate Personnel Evaluation Reports can not be overstressed. The following basic principles of evaluation should be kept in mind:

(1) Base your judgment on

- (a) what you have observed the individual do or fail to do.
- (b) Typical performance as well as critical incidents.
- (c) Examples relevant to the duties under consideration.

(2) Different standards prevail in different assignments. Every effort should be made to arrive at a just estimate of the qualities of the individual as demonstrated during the report period. Avoid misapprehensions. They detract from the value of the report and are unfair to others.

(3) BIASED OPINIONS, BASED ON PERSONAL LIKES AND DISLIKES MUST BE SCRUPULOUSLY AVOIDED. IT SHOULD BE Borne IN MIND THAT THE PREPARATION OF EVALUATION REPORTS IS AN IMPORTANT RESPONSIBILITY OF ALL SUPERVISORS AND THEIR CAREFUL PREPARATION IS AN INDICATION OF THE SUPERVISOR'S OWN ABILITY AND QUALIFICATION FOR THE POSITION HE HOLDS.

4. A FRANK DISCUSSION BETWEEN SUPERVISOR AND INDIVIDUAL CONCERNING THIS REPORT IS NECESSARY IN ORDER TO ASSIST IN THE DEVELOPMENT AND BEST USE OF EVERY INDIVIDUAL'S CAPABILITIES.

THIS PORTION TO BE DETACHED ONLY BY AUTHORIZED OFFICIAL

SECRET

SECRET
SECURITY INFORMATION

ITEMS 1 THROUGH 6 WILL BE COMPLETED BY TRANSACTIONS AND RECORDS BRANCH WHEN ACTION IS INITIATED IN PERSONNEL DIVISION

ROUTING AND ACTION SLIP FOR PERSONNEL EVALUATION REPORT				DATE 15 July 1954
1. NAME (LAST, FIRST, MIDDLE) McCord, James W.	2. GRADE GS-13	3. POSITION TITLE Security Officer CD-33		
4. OFFICE Security	5. OFFICE OR DIVISION Office of Chief	BRANCH	<input checked="" type="checkbox"/> DEPT'L. <input type="checkbox"/> FIELD	6. FIELD, SPECIFY STATION
7. PERIOD COVERED BY REPORT From 22 August 1953 to 21 August 1954		8. TYPE OF REPORT <input type="checkbox"/> Initial <input checked="" type="checkbox"/> Annual <input type="checkbox"/> Special <input type="checkbox"/> Reassignment <input type="checkbox"/> Reassignment of Supervisor		
9. DATE REPORT DUE IN PERSONNEL OFFICE 21 September 1954		10. AUTHENTICATION (SEE BRANCH)		

ROUTING AND ACTION			
REQUIRED ACTION	PERSON TO TAKE ACTION	DATE ACTION COMPLETED	INITIALS
9. a. Obtain two copies of CIA Form 37-151. b. Enter data in Items 1 through 6, above, in corresponding spaces of FER forms. c. Attach this action form and pamphlet "Your Evaluation Report" to FER forms. d. Deliver forms to immediate supervisor of person to be evaluated.	Evaluations Officer		
10. a. Deliver forms to person to be evaluated. b. Offer advice and assistance.	Supervisor		
11. a. Complete Items 7 through 10. b. Deliver forms to supervisor. ✓	Person to be Evaluated	10 Aug 54	J.M.C.
12. a. Complete Items 11 through 17. b. Attach warning memo, if required. c. Deliver forms to reviewing official (supervisor next in line).	Supervisor		
13. a. Review the evaluation. b. Discuss complete evaluation and recommendations with supervisor. c. Record additional comments on forms. d. Sign forms in Item 19. e. Deliver forms to supervisor.	Reviewing Official	1/30/55	[Signature]
14. a. Discuss all aspects of evaluation with person being evaluated. (Explain right of appeal, if warning memo is prepared.) b. Sign forms in Item 19. c. Deliver forms to Evaluations Officer.	Supervisor		
15. a. Deliver original copy of evaluation form to Transactions and Records Branch, Personnel Division. b. Retain the carbon copy for use of operating office and Office Career Service Board. c. Detach instruction sheet of Form 37-151 if Item 20 (continued) is under.	Evaluations Officer		

762a (M) 37-151A
SEP 1953

SECRET

SECRET
(When Filled In)

Not seen file

RECOMMENDATION FOR HONOR OR MERIT AWARD
(Submit in triplicate - see HR 20-37)

SECTION A

PERSONAL DATA

1. SUP. SYS. NO. 058124	2. NAME OF PERSON RECOMMENDED (Last, First, Middle) McCord, James Walter, Jr.	3. POSITION TITLE Physical Sec. Off.	4. GRADE GS-15	5. SS SS
6. OFFICE OF ASSIGNMENT OS/Phys. Sec. Div.	7. DEDUCTION RATE (If Any) 6821	8. STATION <input checked="" type="checkbox"/> HEADQUARTERS <input type="checkbox"/> FIELD (Specify location)		
9. HOME ADDRESS (No., St., City, State, ZIP Code) 7 Winder Court, Rockville, Md. 20850		10. HOME PHONE 762-7678	11. CITIZENSHIP AND HOW ACQUIRED U. S. A. - Birth	
12. RECOMMENDED AWARD Certificate of Distinction		13. IF RETIRING, DATE OF RETIREMENT 31 August 1970	14. POSTHUMOUS <input type="checkbox"/> YES <input checked="" type="checkbox"/> NO	
15. NAME OF SPOT OF KIN Marjorie Lee McCord	16. RELATIONSHIP Wife	17. HOME ADDRESS (No., St., City, State, ZIP Code) Same		18. HOME PHONE Same

SECTION B RECOMMENDATION FOR AWARD FOR HEROIC ACTION OR ACCEPTANCE OF HAZARD

19. WERE YOU AN EYEWITNESS TO THE ACT PERSONNEL IN IMMEDIATE VICINITY OR WHO ASSISTED IN ACT OR SHARED IN SAME HAZARD:		YES	NO
20. FULL NAME	21. ORGN. TITLE	22. GRADE	23. OFFICE OF ASSIGNMENT
24. LIST ANY OF THE ABOVE PERSONS GIVEN AN AWARD OR RECOMMENDED FOR AWARD FOR PARTICIPATING IN ACT:			
24. FULL NAME	25. AWARD RECOMMENDED		
CONDITIONS UNDER WHICH ACT WAS PERFORMED:			
26. LOCATION	27. INCLUSIVE DATES	28. TIME OF DAY	
29. PREVAILING GEOGRAPHIC CONDITIONS AND OBSTACLES ENCOUNTERED			
30. DATES FOR WHICH AWARD RECOMMENDED		31. ASSIGNMENT COMPLETED	32. NOW IN SAME OR RELATED ASSIGNMENT
		YES	NO

SECTION C RECOMMENDATION FOR AWARD FOR ACHIEVEMENT, SERVICE, OR PERFORMANCE

33. DO YOU HAVE PERSONAL KNOWLEDGE OF THE SERVICE OR PERFORMANCE <input checked="" type="checkbox"/> YES <input type="checkbox"/> NO			
34. OFFICIAL ASSIGNMENT OF PERSON RECOMMENDED AT TIME OF SERVICE OR PERFORMANCE Chief, Physical Security Division, PTO8, OS			
35. COMPONENT OR STATION (Designation and location) Headquarters			
36. DUTIES AND RESPONSIBILITIES OF ASSIGNED POSITION To plan and direct an Agency-wide physical security program for protecting Agency installations against unauthorized physical penetration and Agency information and material against loss, compromise or disclosure.			
37. INCLUSIVE DATES FOR WHICH RECOMMENDED		38. ASSIGNMENT COMPLETED	39. NOW IN SAME OR RELATED ASSIGNMENT
		YES	NO
40. PERSONNEL WHO ASSISTED OR CONTRIBUTED SUBSTANTIALLY TO THE SERVICE OR PERFORMANCE			
40. FULL NAME	41. ORGN. TITLE	42. GRADE	43. OFFICE OF ASSIGNMENT
44. LIST ANY OF THE ABOVE PERSONS GIVEN AN AWARD OR RECOMMENDED FOR AWARD FOR PARTICIPATING IN THE PERFORMANCE			
44. FULL NAME	45. TYPE OF AWARD		

SECRET

(When Filled In)

SECTION D

NARRATIVE DESCRIPTION

Award for Meritorious Action or Acceptance of Hazard: Was act voluntary? Describe why act was outstanding and if it was more than normally expected. Explain why, and how. If an aerial or marine operation, describe type and position of craft, crew position of individual, and all unusual circumstances. Indicate results of the act. Enclose unclassified citation.

Award for Achievement, Service, or Performance: State character of service during period for which recommended. (Give complete description of administrative, technical, or professional duties and responsibilities if not covered in Section C; include dates of assignment and relief.) What did the individual do that merits the award? Why was this outstanding when compared to others of like grade and experience in similar positions or circumstances? If appropriate, include production records and assistance rendered by other persons or units. What obstacles were encountered or overcome? Indicate results of achievement, service, or performance. Include reference to Fitness Reports, Letters of Commendation, or other documentation already on file which supports this recommendation. Enclose unclassified citation.

When he retires 31 August 1970, Mr. James W. McCord, Jr., will have completed 25 years of Government service, 15 years of which were with the CIA in a variety of assignments covering the investigative, counter-intelligence, overseas security support, audio countermeasures and physical security fields within the Security Career Service.

During his early years of employment when assigned to the San Francisco Field Office, Office of Security, August 1951 to May 1953, Mr. McCord assisted personnel [redacted] duties and related tasks designed to ensure the protection [redacted] of such personnel.

When serving with the Security Research Staff, 1955 to 1962, Mr. McCord worked in direct support of Agency activities abroad of a specialized nature exploiting highly sensitive intelligence source material [redacted]

Mr. McCord

CONTINUED ON ATTACHED SHEET

46. ENCLOSURES (List individually) IF ORIGINATOR IS NOT AN EYEWITNESS OR DOES NOT HAVE PERSONAL KNOWLEDGE OF THE ACT OR PERFORMANCE. ATTACH AFFIDAVITS OF EYEWITNESS OR INDIVIDUALS HAVING PERSONAL KNOWLEDGE OF THE FACTS.

1. PROPOSED CITATION
- 2.
- 3.

47. RECOMMENDATION INITIATED BY

James P. O'Connell

48. TITLE AND SIGNATURE OF EMPLOYEE MAKING RECOMMENDATION

James P. O'Connell
Deputy Director of Security (PTOS)

49. DATE

14 July 1970

SECTION E RECOMMENDATION FORWARDED THROUGH OFFICIALS CONCERNED FOR THEIR INFORMATION

50. HEAD OF SS CAREER SERVICE (Career Service of employee)

TITLE AND SIGNATURE

Director of Security

DATE

51. DEPUTY DIRECTOR OF CAREER SERVICE

TITLE AND SIGNATURE

Deputy Director for Support

DATE

52. DEPUTY DIRECTOR OF OPERATING COMPONENT

TITLE AND SIGNATURE

DATE

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Section D-Continued--James Walter McCord, Jr.

[redacted] This activity led to close liaison with [redacted] intelligence representatives involving numerous trips to Europe. This liaison activity with representatives [redacted] established a direct channel of communications resulting in a continuous exchange of leads and a flow of operational data over the years of benefit to the Agency.

During the period of his work with the Security Research Staff, in which he served as Deputy Chief from May 1957, Mr. McCord was the Agency's case officer in a number of [redacted]

[redacted]

[redacted]

From 1962 to 1964, Mr. McCord served overseas as Chief of the Regional Security Support Staff located at Frankfurt, Germany with responsibility for the overall personnel and physical security and audio countermeasures programs applicable to the Stations and Bases of the European area. This assignment was followed by attendance at the Air War College, August 1964 to June 1965.

For the past five years, Mr. McCord has held two vital line positions with world-wide responsibilities involving the Agency's audio countermeasures and physical security programs.

As Chief of the Technical Division from 23 July 1963 to 10 October 1968, Mr. McCord supervised a technical operation with considerable skill. Although not an engineer by training, he spanned a difficult gap between the administrative and technical demands of his responsibilities, guiding the development of useful and esoteric equipment in the counter-audio field to a point where the Agency became the recognized leader among Government departments in this area of activity. This leadership is evidenced by the

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Section D Continued - James Walter McCord, Jr.

establishment of an Inter-Agency Technical Training Center under the Executive Agency of the Technical Division for the Technical Surveillance Countermeasures Committee of the United States Intelligence Board. Much of Mr. McCord's ideas, talents, and imagination went into the creation of this training activity which commenced operations about the time of his reassignment to the Physical Security Division.

Mr. McCord participated with two subordinate employees

[REDACTED]

The responsibility for ensuring that appropriate protective methods for the safe use of this equipment was also associated with this development. The significance of this achievement was recognized by the Agency when Mr. McCord and his participating colleagues were awarded Certificates of Merit with Distinction in October 1966.

In his current position as Chief, Physical Security Division, Mr. McCord demonstrated his ability to quickly assimilate the necessary details of a field in which he had relatively little experience. He showed initiative in seeking out new ways and means

[REDACTED] by tapping all possible technological resources, both in and out of Government, to produce for the Agency a posture in the physical security field which is the equal of, if not superior to, those of other elements of the United States Government. Illustrative of this effort is the expansion and improvement of the Agency's Security Command Center relating to the protection of Agency assets in time of demonstrations, riots and civil disturbances.

Throughout his Agency career, Mr. McCord has engaged his curious and inventive mind to search out even better ways to solve problems within his area of responsibility. As a result, his

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Section D Continued - James Walter McCord, Jr.

Agency career is a record of sustained superior performance of duty of high value. The value of his exemplary performance over the years has often been recognized and commended by senior officials of the Agency. It is on this basis that Mr. McCord is nominated for the Certificate of Distinction upon the occasion of his retirement.

SECRET

14-00000

Mr. James W. McCord, Jr.
Certificate of Distinction

CITATION

Mr. James W. McCord, Jr. is hereby awarded the
Central Intelligence Agency's Certificate of Distinction.

During his nineteen years of Agency service, both
domestic and foreign, Mr. McCord displayed remarkable
imagination, ingenuity and effectiveness in the performance
of his assigned tasks. His sustained superior performance of
duty of high value over the years leaves a marked contribution
to the overall mission of the Office of Security and the Agency,
particularly in the areas of physical and technical security.

CONFIDENTIAL

DD/S 69-4658

MEMORANDUM FOR: Director of Security

SUBJECT : Commendation

1. The Committee on the Security of Headquarters Building in a series of twelve meetings between May and August 1969 conducted a detailed study and analysis of each facet of security of the Headquarters Building. I know that considerable time and effort were given to preparation of the detailed briefings, supplemental studies and reports, contributions to the formal report and implementation of the recommended corrective measures. I am appreciative of the efforts and contribution made by your staff to this important piece of business. Although I am sure that many of your staff have worked on this project, my attention has been drawn particularly to these officers:

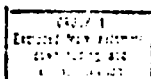
[Redacted list of names]

[Redacted list of names]
- McCord, James W., Jr.

2. I would appreciate it if you would pass this commendation on to the individuals concerned. Copies of this commendation have been forwarded to the Office of Personnel for inclusion in the Official Personnel File of each of the above officers.

R. L. Bannerman
Deputy Director
for Support

CONFIDENTIAL



REQUEST-AND-AUTHORIZATION FOR ACTIVE DUTY TRAINING, ACTIVE DUTY TOUR

TO: HQ COMD USAF (PRP)		FROM: HQ COMD (PRP-A)	
1. <input checked="" type="checkbox"/> BY DIRECTION OF THE PRESIDENT		BY ORDER OF THE SECRETARY OF THE AIR FORCE	
2. GRADE, LAST NAME, FIRST, MIDDLE INITIAL, AFSC, SSAN: 453-22-4741		3. PAPSC	
MAJOR MCCORD, JAMES W.		FV2099263	
4. PRESENT ADDRESS		5. ON-FLYING-STATUS	
7 Winder Court Rockville, Maryland 20850		<input type="checkbox"/> YES <input checked="" type="checkbox"/> NO	
6. AERO RATING		Acft Obsr	
7. IS ORDERED TO ACTIVE DUTY FOR <input type="checkbox"/> 30 DAYS PLUS REQUIRED TRAVEL TIME			
8. PURPOSE (Type) <input checked="" type="checkbox"/> ANNUAL TOUR <input type="checkbox"/> SCHOOL TOUR <input type="checkbox"/> SPECIAL TOUR OF ACUTRA <input type="checkbox"/> SPECIAL TOUR OF AS			
9. RESERVE ASSIGNMENT TITLE (Indicate specific school course or special tour title)			
Hq USAF (AFESS-FE) Washington, DC		10. UNIT OF ATTACHMENT	
11. INDIVIDUAL WILL REPORT TO		12. INDIVIDUAL WILL BE RELEASED FROM ORGANIZATION ATTACHED/ASSIGNED FOR ACTIVE DUTY TRAINING ON	
Registrar, Defense Intelligence School U.S. Naval Station, Anacostia Annex (Bldg T-5) Washington, DC 20390		13. INDIVIDUAL <input type="checkbox"/> IS <input checked="" type="checkbox"/> IS NOT AUTHORIZED TO PARTICIPATE IN FLYING ACTIVITIES DURING THE PERIOD OF ACTIVE DUTY COVERED BY THIS ORDER.	
14. AUTHORITY		15. INDIVIDUAL WILL PROCEED FROM PRESENT ADDRESS IN SUFFICIENT TIME TO COMPLY WITH REPORTING TIME AND DATE.	
- AFM 35-3		16. MODES OF TRANSPORTATION <input type="checkbox"/> AUTHORIZED <input type="checkbox"/> DIRECTED	
<input type="checkbox"/> MILITARY AIRCRAFT		<input type="checkbox"/> AIRCRAFT <input type="checkbox"/> COMMERCIAL <input type="checkbox"/> RAIL <input type="checkbox"/> BUS	
17. TDY, TDN, PAY, ALLOWANCES, AND TRAVEL CHARGEABLE TO:			
PAY & ALWS: 5793700 509 4261 P723.01 S594700			
18. REMARKS TRAVEL & PER DIEM: 5793700 509 6262 P723.07 40861 40961 S668100			
Training Category - D Pay Group - D Security Clearance - TOP SECRET			
Member and dependents authorized Commissary Privileges IAW Para 1a, AFR 145-15.			
IAW Para M4201-14, JTR, member will incur no additional subsistence expenses.			
*Students reporting after 1600 hours, 8 Jun 69, should contact the school Duty Officer at OX 8-2455.			
19. DATE 29 May 69		21. APPROVING OFFICIAL (Typed Name and Grade) E. E. THAYER, ASST DIRECTOR FOR ADMIN	
22. SIGNATURE <i>E. E. Thayer</i>		23. DESIGNATION AND LOCATION OF HEADQUARTERS DEPARTMENT OF THE AIR FORCE HEADQUARTERS, HEADQUARTERS COMMAND USAF BOLLING AIR FORCE BASE, DC 20332	
24. RESERVE ORDER NO. A-961		25. DATE 29 May 69	
26. FOR THE COMMANDER			
27. DISTRIBUTION		28. SIGNATURE ELEMENT OF OR HAS AUTHORITY	
10 - Individual		<i>A. L. Newsom</i>	
1 - Indiv Pers Rec		A. L. NEWSOM, Colonel, USAF	
2 - Unit of Asgmt		Director, Reserve Personnel	
2 - Unit of Atch			
2 - ARPC, 3800 York St, Denver Colo. 80205			
2 - Hq AFRES (CAFO) Dobbins AFB, Ga. 30080			
2 - Hq AFRES () Robins AFB, Ga. 31093			
2 - Records Sec			

SECRET

9 OCT 1968

MEMORANDUM FOR: Director of Security

SUBJECT : Notification of Approval of
Quality Step Increase -
James McCord

1. I am pleased to send to you the attached official notification of the approval of a second Quality Step Increase to be awarded to this employee. The previous award was effective 28 August 1966.

2. May I again ask that you arrange an appropriate ceremony for the presentation of this Quality Step Increase which is in recognition of his continuing excellent performance.

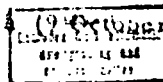
RS
Robert S. Wattles
Director of Personnel

Distribution:

Orig & 1 - Addressee
1 - OPE - McCORD
1 - D/Pers Chrono
1 - C/PD

OP/DD/Pers/R&P/PD/ [] : 54 (9 October 1968)

SECRET



SECRET

4 October 1968

MEMORANDUM FOR: Director of Personnel
ATTENTION : Chief, Placement Division
SUBJECT : McCORD, James W., Jr. #058124
Quality Step Increase

The Deputy Director of Security for Physical, Technical, and Overseas Security has recommended, with the concurrence of the Director of Security, that Mr. James W. McCord, Jr. be granted a Quality Step Increase. The original recommendation from Mr. McCord's supervisor is attached for your consideration.

Edward K. O'Malley
Edward K. O'Malley
Secretary
Security Career Service Board

Attachment

[Redacted]

for Director of Personnel


SECRET

4 OCT 1965

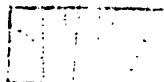
MEMORANDUM FOR: Chairman, OS Career Board

SUBJECT : Quality Step Increase for
Mr. James W. McCord, Jr.

1. Mr. McCord has served as Chief of the Technical Division since 23 July 1965. Through his leadership and fine management of the Division, he and his engineers have developed several new and valuable techniques in the audio countermeasures field. The cost of research and development in these techniques was at a minimum and saved the Government much time and money in increasing the state of the art in audio countermeasures.
2. Mr. McCord supervises his Division in a vigorous manner and instills enthusiasm and esprit de corps within his organization--a difficult task because of the extensive amount of world-wide ~~travel demanded~~ from his subordinates.
3. Through the efforts of Mr. McCord the establishment of an Interagency Training Center for audio countermeasures is proceeding in an orderly basis, and the first courses offered to technical personnel in the intelligence community will begin this fall. The Technical Division, PTOS, serves as the Executive Agent for the operation of such school for the Community.
4. In view of Mr. McCord's sustained high level of performance of duties and the outstanding achievement in the research and development of new hardware and techniques in the audio countermeasures field, it is recommended that Mr. McCord be awarded a Quality Step Increase.


James P. O'Connell
Deputy Director of Security (PTOS)

SECRET



**ELECTION, DECLINATION, OR WAIVER
OF LIFE INSURANCE COVERAGE**
FEDERAL EMPLOYEES GROUP LIFE INSURANCE PROGRAM

**IMPORTANT
AGENCY INSTRUCTIONS
ON BACK OF ORIGINAL**

TO COMPLETE THIS FORM—

- 1 FOLLOW THESE GENERAL INSTRUCTIONS:**
- Read the back of the "Duplicate" carefully before you fill in the form.
 - Fill in BOTH COPIES of the form. Type or use ink.
 - Do not detach any part.

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

NAME (last)	(first)	(middle)	DATE OF BIRTH (month, day, year)	SOCIAL SECURITY NUMBER
McCord	James	W	1/26/34	453 22 7791
EMPLOYING DEPARTMENT OR AGENCY			LOCATION (City, State, ZIP Code)	

3 MARK AN "X" IN ONE OF THE BOXES BELOW (do NOT mark more than one):

Mark here if you **WANT BOTH optional and regular insurance** **(A)** **ELECTION OF OPTIONAL (IN ADDITION TO REGULAR) INSURANCE**
 I elect the \$10,000 additional optional insurance and authorize the required deductions from my salary, compensation, or annuity to pay the full cost of the optional insurance. This optional insurance is in addition to my regular insurance.

Mark here if you **DO NOT WANT OPTIONAL but do want regular insurance** **(B)** **DECLINATION OF OPTIONAL (BUT NOT REGULAR) INSURANCE**
 I decline the \$10,000 additional optional insurance. I understand that I cannot elect optional insurance until at least 1 year after the effective date of this declination and unless at the time I apply for it I am under age 50 and present satisfactory medical evidence of insurability. I understand also that my regular insurance is not affected by this declination of additional optional insurance.

Mark here if you **WANT NEITHER regular nor optional insurance** **(C)** **WAIVER OF LIFE INSURANCE COVERAGE**
 I desire not to be insured and I waive coverage under the Federal Employees Group Life Insurance Program. I understand that I cannot cancel this waiver and obtain regular insurance until at least 1 year after the effective date of this waiver and unless at the time I apply for insurance I am under age 50 and present satisfactory medical evidence of insurability. I understand also that I cannot now or later have the \$10,000 additional optional insurance unless I have the regular insurance.

- 4 SIGN AND DATE. IF YOU MARKED BOX "A" OR "C", COMPLETE THE "STATISTICAL STUB," THEN RETURN THE ENTIRE FORM TO YOUR EMPLOYING OFFICE.**

SIGNATURE (do not print)
James W. McCord
 DATE
 13 February, 1968

FOR EMPLOYING OFFICE USE ONLY

(official receiving date stamp)

RECEIVED
 OFFICE OF PERSONNEL
 FEB 13 11 04 AM '68

See Table of Effective Dates on back of Original

ORIGINAL COPY—Retain in Official Personnel Folder

STANDARD FORM No. 176-1
 24 NOV 1959
 (For use only until April 14, 1968)
 176-101

CONFIDENTIAL
(When Filled In)

MEMORANDUM OF UNDERSTANDING

I hereby acknowledge that I have read and understand the contents of Handbook 20- , Employee Conduct, dated 29 August 1961, and the information brochure for PCS returnees, dated ~~August 1962~~ ^{MAY 1964}

James W Mc Cord
Signature

10 July 64
Date

JAMES W MC CORD

CONFIDENTIAL
(When Filled In)

CONFIDENTIAL
(When filled in)

TRAINING REPORT

MANAGERIAL GRID SEMINAR (50 hours) DATES: 23-28 April 1967

Student : James W. McCord, Jr. Office : OS
Year of Birth: 1924 Service Designation: SS
Grade : 15 No. of Students : 46
EOD Date : August 1951

COURSE OBJECTIVES AND METHOD

Course objectives are to aid participants to: learn the managerial theories contained in the Grid; understand their personal managerial styles in Grid terms; evaluate convictions about managerial values; develop team action skills; increase candidness of communication; strengthen the use of critique for problem-solving and learning; and acquire an appreciation of Organization Culture and Development.

The method of learning offers a challenge to all participants regardless of level or experience. A Grid Seminar is not "taught" in the usual sense. In Grid teams, participants solve complex management problems. Objective solutions are made available. Individual and team performance is repeatedly assessed. Various measuring instruments are used to evaluate effectiveness.

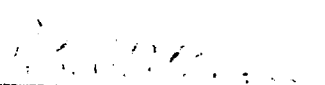
Critique sessions assist each participant to understand how he might change his own behavior to increase his problem-solving effectiveness. Thus managers are not told the best way to manage, but they learn by convincing themselves.

About twenty to thirty hours of study are completed as prework. Insights gained are deepened and personalized during the intensive 50-hour Seminar.

ACHIEVEMENT RECORD

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

FOR THE DIRECTOR OF TRAINING:


Chief Instructor

17 APR 1967
Date

CONFIDENTIAL
(When filled in)

SECRET
(When Filled In)

760869 APR 1967

VERIFIED RECORD OF OVERSEAS SERVICE

To:

Office of Personnel, Statistical Reporting Branch, ROOM 5 E 2506 Headquarters

EMPLOYEE SERIAL NO.	NAME OF EMPLOYEE			OFFICE/COMPONENT
	LAST	FIRST	MIDDLE	
058124	MC CORD, (Print)	James 7-24	W. J.	25-28 PR MS

INSTRUCTIONS

USE APPROPRIATE SPACE BELOW TO REPORT DATA FOR EITHER PCS OR TDY. INSERT APPROPRIATE CODE NUMBER IN "CODE" COLUMN TO DESIGNATE WHETHER SUBMISSION IS OF BASIC DATA, CORRECTION, OR CANCELLATION (Only). REPORT DATES BY USING THE NUMBER FOR THE MONTH, AND LAST TWO DIGITS ONLY FOR YEAR.

PCS DATES OF SERVICE

TYPE OF DATA	CODE	ARRIVAL			DEPARTURE			COUNTRY	QUIT
		MONTH	DAY	YEAR	MONTH	DAY	YEAR		
1 - PCS (Basic)	27	28-29	30-31	32-33	34-35	36-37	38-39	40-42	
3 - CORRECTION									
5 - CANCELLATION									

TDY DATES OF SERVICE

TYPE OF DATA	CODE	DEPARTURE			RETURN			AREA(S)	QUIT
		MONTH	DAY	YEAR	MONTH	DAY	YEAR		
2 - TDY (Basic)	27	28-29	30-31	32-33	34-35	36-37	38-39	40-42	
4 - CORRECTION									
6 - CANCELLATION	✓	11	08	66	12	14	66	W E 8/11	

SOURCE OF RECORD DOCUMENT

<input checked="" type="checkbox"/> TRAVEL VOUCHER	<input type="checkbox"/> DISPATCH
<input type="checkbox"/> CABLE	<input type="checkbox"/> DUTY STATUS OR TIME AND ATTENDANCE REPORT
<input type="checkbox"/> OTHER (Specify)	

DOCUMENT IDENTIFICATION NO.

DOCUMENT DATE/PERIOD

05/446/97

8 Nov. 66 - 14 Dec. 66

REMARKS

PREPARED BY: [Signature] DATE: 1/12/67

REVIEWED BY: [Signature] DATE: [Blank]

DATE OF VERIFICATION: [Blank]

NSIA

SECRET

7 MAR 1967

MEMORANDUM FOR: Deputy Director of Security for Physical,
Technical & Overseas Security

ATTENTION : Chief, Technical Security Division

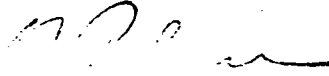
SUBJECT : Security Presentation - Support Course

1. The Office of Security presentation at the [redacted] Training Center on 2 March 1967 was extraordinarily well received. Colonel [redacted] Commanding Officer, [redacted] has informed me of a number of superlative comments by those in attendance.

2. I want to express my appreciation to Messrs. James McCord, [redacted] and [redacted] for their most effective presentation on audio countermeasures. It was a highlight of the program and contributed immeasurably to its success.

3. I'd like to express a special word of thanks to [redacted] [redacted] for his splendid support in preparing visual aids for the program on extremely short notice. I am aware that Bill worked long hours over the preceding weekend and virtually all night on one occasion in order to ensure the success of this program, while fulfilling heavy commitments to get audio countermeasures teams into the field.

4. I can be justifiably proud of the success of the presentation, and attribute this success in large part to the extraordinary team effort by the Office of Security components involved. Please extend my personal commendation to Messrs. McCord, [redacted], and [redacted] and advise them that a copy of this memorandum will be placed in their Official Personnel Files.


Howard J. Osborn
Director of Security

cc: Official Personnel Files

OFFICE OF THE DIRECTOR

TREASURY DEPARTMENT
UNITED STATES SECRET SERVICE

WASHINGTON, D.C. 20226

January 3, 1967

The Honorable
Richard Helms
Director, Central Intelligence
Agency
Washington, D. C.

Dear Dick:

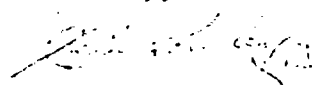
I wish to express my appreciation for the valuable assistance provided by your agency during the recent tour of President Johnson to Southeast Asia. Your response to our request for technical assistance was most gratifying.

I would particularly like to commend to you Mr. Howard J. Osborn, Director, Office of Security, Mr. James McCord, Chief, Technical Security Division, and Mr. [redacted] Regional Security Office, Far East, for their cooperation. Their dedication to duty and extensive knowledge and experience in technical support greatly contributed to the success of our mission.

Messrs. [redacted] and [redacted] of Mr. McCord's office and [redacted] of Mr. Sheridan's office also contributed immeasurably to the success of the visit.

Please extend our sincere appreciation to your staff for a job well done.

Sincerely,


James J. Rowley

SECRET

9/1/65


9 JAN 1967

1st Endorsement

TO: Director of Security

It is always a pleasure to see commendations such as this
in recognition of jobs well done.

I would like to add my congratulations and appreciation to
you and all of the members of your staff for your fine efforts which
contributed to the successful completion of the President's trip.


R. L. Bannerman
Deputy Director
for Support

SECRET

CONFIDENTIAL
(When Filled In)

Complete in duplicate. The data recorded on this form is essential in determining travel expenses allowable in connection with leave of government expense, overseas duty, return to residence upon separation, and for providing current residence and dependency information required in the event of an employee emergency. The original of this form will be filed in the employee's official personnel folder.

NAME OF EMPLOYEE (Last) *W. S. Cole* (First) *William S.* (Middle) *J.* SOCIAL SECURITY NUMBER

1. RESIDENCE DATA
 PLACE OF RESIDENCE WHEN INITIALLY EMPLOYED BY AGENCY: *6801 Floyd Ave Springfield Va*
 LAST PLACE OF RESIDENCE IN CONTINENTAL U.S. (If applicable abroad)
 PLACE IN CONTINENTAL U.S. DESIGNATED AS PERMANENT RESIDENCE: *Saras*
 HOME LEAVE RESIDENCE: *2312 - 25th St*

2. MARITAL STATUS (Check one)
 SINGLE MARRIED SEPARATED DIVORCED WIDOWED ANNULLED
 IF MARRIED, PLACE OF MARRIAGE: *Larissa Tex* DATE OF MARRIAGE: *30 May 1948*
 IF DIVORCED, PLACE OF DIVORCE DECREE: DATE OF DECREE:
 IF WIDOWED, PLACE SPOUSE DIED: DATE SPOUSE DIED:
 IF PREVIOUSLY MARRIED, INDICATE NAME(S) OF SPOUSE, REASON(S) FOR TERMINATION, AND DATE(S):

3. MEMBERS OF FAMILY
 NAME OF SPOUSE: *Sarah Ruth McCord* ADDRESS (No., Street, City, Zone, State): *Saras co 1* TELEPHONE NO.: *457-5275*
 NAMES OF CHILDREN: *Michael Steven McCord* ADDRESS: *Saras co 1* SEX: *M* DATE OF BIRTH: *June 25, 51*
Carol Anne McCord SEX: *F* DATE OF BIRTH: *Nov 2, 52*
Nancy Ellen McCord SEX: *F* DATE OF BIRTH: *28 Nov 55*
 NAME OF YOUR FATHER (or male guardian): *James W. McCord Sr* ADDRESS: *Box 63, Beachville, Va* TELEPHONE NO.:
 NAME OF YOUR MOTHER (or female guardian): *Margaret Lee McCord* ADDRESS: *Box 63, Beachville, Va* TELEPHONE NO.:
 THAT MEMBER(S) OF YOUR FAMILY IF ANY, HAS BEEN TOLD OF YOUR AFFILIATION WITH THE ORGANIZATION IF CONTACT IS REQUIRED IN AN EMERGENCY: *Wife*

4. PERSON TO BE NOTIFIED IN CASE OF EMERGENCY
 NAME (Mr., Mrs., Miss) (Last-First-Middle): *Mrs. M. C. Cole, Sarah Ruth* RELATIONSHIP: *Wife*
 HOME ADDRESS (No., Street, City, Zone, State): *Saras co 1* HOME TELEPHONE NUMBER: *457-5275*
 BUSINESS ADDRESS (No., Street, City, Zone, State) AND NAME OF EMPLOYER, IF APPLICABLE: *Saras co 1* BUSINESS TELEPHONE & EXTENSION:

IS THE INDIVIDUAL NAMED ABOVE BITTING OF YOUR AGENCY AFFILIATION? (If "No" give name and address of organizer that he believes you work for.) YES NO
 IS THIS INDIVIDUAL AUTHORIZED TO MAKE DECISIONS ON YOUR BEHALF IN THE EVENT YOU ARE INCAPABLE? (If "No" give name and address of person, if any, who can make such decisions in case of emergency.) YES NO
 DOES THIS INDIVIDUAL KNOW THAT HE HAS BEEN DESIGNATED AS YOUR EMERGENCY ADDRESS? (If answer is "No" explain why in item 4.) YES NO

The persons named in item 3 above may also be notified in case of emergency. IF SUCH NOTIFICATION IS NOT DESIRABLE BECAUSE OF HEALTH OR OTHER REASONS, PLEASE SO STATE IN ITEM 6 ON THE REVERSE SIDE OF THIS FORM.

CONTINUED ON REVERSE SIDE

CURRENT RESIDENCE AND DEPENDENCY REPORT

CONFIDENTIAL
(When Filled In)

3. VOLUNTARY ENTRIES

Experience in the handling of employee emergencies has shown that the absence of certain personal data often delays and complicates the settlement of estate and financial matters. The information requested in this section may prove very useful to your family or attorney in the event of your disability or death and will be disclosed only when circumstances warrant.

INDICATE NAME AND ADDRESS OF ANY BANKING INSTITUTIONS WITH WHICH YOU HAVE ACCOUNTS AND THE NAMES IN WHICH THE ACCOUNTS ARE CARRIED.

Bank of Prince William, Springfield Va - in name of wife and I

ARE YOU A MEMBER OF THE NORTHWEST FEDERAL CREDIT UNION? YES NO
IF YES, DO YOU HAVE A JOINT ACCOUNT? YES NO

HAVE YOU COMPLETED A LAST WILL AND TESTAMENT? YES NO. (If "Yes" where is document located?)
Reading

HAVE YOU PREPLANNED OR ARRANGED GUARDIANSHIP OF YOUR CHILDREN IN CASE OF COMMON DISASTER TO BOTH PARENTS? YES NO. (If "Yes" give name(s) and address)
Mrs. Dorothy Berry Houston Texas

HAVE YOU EXECUTED A POWER OF ATTORNEY? YES NO. (If "Yes", who possess the paper of attorney?)

4. ADDITIONAL DATA AND OR CONTINUATION OF PRECEDING ITEMS

SIGNED AT _____ DATE *7-1-66* SIGNATURE *Yessie L. W. Cook Jr.*

CONFIDENTIAL

23 September 1953

MEMORANDUM FOR: Chief, Technical Division

FROM: ADD/PTOS

SUBJECT: Commendation

1. It is with great personal gratification that I am able to pass along to you the attached letter from Mr. James J. McCord, Director of the United States Secret Service, with its endorsement by the Deputy Director for Support and, indirectly, by the Director commending you and members of your Division for the valuable technical support you have provided to the Secret Service over the past year.

2. Please accept my sincere appreciation for the work and performance that you and your staff could hardly term less. It reflects the highest credit on this Office and on the Department. I would appreciate it if you would convey my sentiments, as well as those of Mr. Tolson, Mr. Boardman, and Mr. Nichols to each of your staff members named in Mr. McCord's letter. When you have completed this assignment, I would appreciate it if you would return the letter to Administrative and Training Staff so that the requisite number of copies may be made to place in your Personnel Files.

Harold J. Clegg
 Director of Security

McCord, James J. Jr.



SECRET
TREASURY DEPARTMENT
UNITED STATES SECRET SERVICE

REC NO. 117
SEP 18 1950

September 18, 1950

Director
Central Intelligence Agency
Washington, D.C.

From: Director, Office of Security/110

Re: Sir:

During the past year representatives of your Agency's Office of Security assisted the Secret Service in our technical security program. Mr. Howard S. McFarland, Director, Office of Security, has generously furnished us the support of his Technical Security Division headed up by Mr. James M. McFarland. In turn Mr. McFarland has placed at our disposal his time, equipment and personnel to assist the Secret Service in the technical security of the President.

The assistance furnished by Mr. McFarland's Division consisted of two special training courses, the loan of electronic equipment, manuscript assistance for searches of the Presidential and Vice Presidential records, the loan of engineering manpower for special problems and tasks, and above all a willingness to assist the Secret Service whenever possible.

Although all of Mr. McFarland's Division should be recognized for their professional competence and assistance to the Secret Service, the following individuals are particularly involved with our program and merit individual recognition:

[Redacted list of names]

SECRET

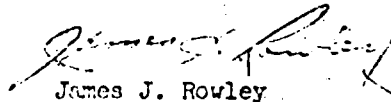
Keep Freedom in Your Eyes With U.S. Savings Bonds

CONFIDENTIAL

- 2 -

On behalf of the Secret Service I would like to express our deep appreciation for the excellent and dedicated assistance furnished by your Agency over the past year in the technical security area.

Very truly yours,



James J. Rowley
Director

CONFIDENTIAL

SECRET

DD/S 65-8075

27 SEP 1966

MEMORANDUM FOR: Director of Security

SUBJECT: Commendation

1. The Director was pleased with the attached letter from Mr. Rowley in which he expressed deep appreciation for the excellent and dedicated assistance rendered to the U. S. Secret Service during the past year. The Director wishes to continue this cooperation and assistance.
2. I appreciate very much this kind of performance which reflects credit upon the Agency and I compliment you and your staff for another job well done.

[Handwritten Signature]
 R. L. [unclear]
 Deputy Director
 for Support

Att: Letter dtd 13 Sept 66 to DCI re
 Mr. Rowley, subj: Appreciation

SECRET

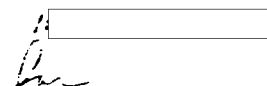
S 0 AUG 1966

MEMORANDUM FOR: Director of Security

SUBJECT : Notification of Approval of
Quality Step Increase -
James McCord


1. I am pleased to send to you the attached official notification of the approval of the Quality Step Increase which you recommended for this employee.

2. As this award is designed to encourage excellence by recognizing and rewarding the employee, may I ask that you arrange to have this Quality Step Increase presented at an appropriate ceremony.

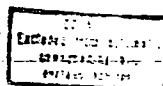

Emmett D. Echols
Director of Personnel

Distribution:

O & I - Addressee
* - OPF - McCORD
1 - D/Pers-Chrono
1 - C/PD

OP/DD/R&F/PD/ksd (30 Aug 66)

SECRET



SECRET

19 AUG 1966

MEMORANDUM FOR: Director of Personnel

ATTENTION : Chief, Placement Division

SUBJECT : McCORD, James W., Jr. #058124
Quality Step Increase

The Security Career Service Board has recommended, with the subsequent concurrence of the Director of Security, that Mr. James W. McCord, Jr. be granted a Quality Step Increase which would change his salary from GS-15, step 5, at \$19,978 per annum to GS-15, step 6, at \$20,585 per annum. The original recommendation from Mr. McCord's supervisor is attached for your consideration.

Ernest L. Hardt

Ernest L. Hardt
Secretary
Security Career Service Board

Attachment

APPROVED

[Redacted Signature]

Chief, Director of Personnel

15 Aug '66

19 AUG 1966

SECRET

SECRET

28 JUN 1966

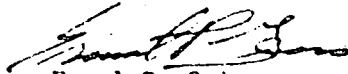
MEMORANDUM FOR: Director of Security
SUBJECT : Quality Step Increase -
James W. McCord, Jr.

1. Mr. James W. McCord, Jr. joined the Central Intelligence Agency, Office of Security, in August 1961.

2. He has served successfully in various capacities in the Office of Security as an Investigator, Deputy Chief, Security Research Staff, Regional Security Officer, Germany, and upon his return from overseas, he attended the Air War College, where his overall performance was rated as outstanding.

3. For the past year, Mr. McCord has been serving as Chief, Technical Division.

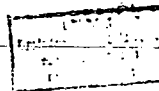
4. Through Mr. McCord's imaginative planning, guidance, and direction, the Technical Division has developed numerous improvements in both instrumentation and techniques which have greatly enhanced the Agency's capability [redacted] targeted against the Agency both domestically and overseas. It is, therefore, recommended that he be granted a Quality Step Increase.



Ermal P. Geiss
Deputy Director of Security (PTOS)

JUN 28 3 33 PM '66

SECRET



RECOMMENDATION FOR HONOR OR MERIT AWARD <i>(Submit in duplicate)</i>			DATE
TO: Secretariat, Honor and Merit Awards Board			8 JUL 1966
FROM: <i>(Appointing official)</i> Director of Security			
Section A Personal Data			
1. NAME OF PERSON RECOMMENDED (Last, First, Middle)		2. POSITION TITLE	3. GRADE
McCORD, James W., Jr.		Elec. Engr.-Audio Supt.	16 SS
4. OFFICE OF ASSIGNMENT		5. STATION	
OS/Technical Division		FIELD (Specify location)	
6. HOME ADDRESS (No. St., City, Zone, State)		7. OFFICE EXT. (If any)	8. CITIZENSHIP AND HOW ACQUIRED
6801 Floyd Ave., Springfield, Va.		4192	U. S. - Birth
10. RECOMMENDED AWARD			11. POSTHUMOUS
Certificate of Merit			YES <input type="checkbox"/> NO <input checked="" type="checkbox"/>
12. NAME OF NEXT OF KIN		13. RELATIONSHIP	14. HOME ADDRESS (No. St., City, Zone, State)
Sarah Ruth McCord		Wife	Same as 7
			15. HOME PHONE
			451-5279
Section B Recommendation for Award for Heroic Action or Acceptance of Hazard			
16. WERE YOU AN WITNESS TO THE ACT		YES <input type="checkbox"/>	NO <input type="checkbox"/>
Personnel in immediate vicinity or who assisted in act or shared in same hazard:			
17. FULL NAME	18. ORGN. TITLE	19. GRADE	20. OFFICE OF ASSIGNMENT
List any of the above persons given an award or recommended for award for participating in act:			
21. FULL NAME	22. TYPE OF AWARD		
Conditions under which act was performed:			
23. LOCATION	24. INCLUSIVE DATES	25. TIME OF DAY	
26. PREVAILING GEOGRAPHIC CONDITIONS AND OBSTACLES ENCOUNTERED			
Section C Recommendation for Award for Achievement, Service, or Performance			
27. DO YOU HAVE PERSONAL KNOWLEDGE OF THE SERVICE OR PERFORMANCE? <input checked="" type="checkbox"/> YES <input type="checkbox"/> NO			
28. OFFICIAL ASSIGNMENT AT TIME OF SERVICE OR PERFORMANCE			
Chief, Technical Security Division, OS			
29. COMPONENT OR STATION (Designation and location)			
Headquarters			
30. DUTIES AND RESPONSIBILITIES			
Supervises the activities of the Technical Security Division, OS			
Personnel who assisted or contributed substantially to the service or performance			
31. FULL NAME	32. ORGN. TITLE	33. GRADE	34. OFFICE OF ASSIGNMENT
	Elec. Engr.	GS-10	OS/Technical Division
	Elec. Engr.	GS-13	OS/Technical Division
List any of the above persons given an award or recommended for award for participating in the performance:			
35. FULL NAME	36. TYPE OF AWARD		
	Certificate of Merit with Distinction		
37. INCLUSIVE DATES FOR WHICH RECOMMENDED	38. ASSIGNMENT COMPLETED	39. NOW IN SAME OR RELATED ASSIGNMENT	
	YES <input type="checkbox"/> NO <input type="checkbox"/>	YES <input type="checkbox"/> NO <input type="checkbox"/>	

SECRET
(When Filled In)

Section D	Narrative Description	
<p>Award for Heroic Action or Acceptance of Hazard: Was act voluntary? Describe why act was outstanding, and if it was more than normally expected. Explain, why, and how. If an aerial or marine operation, describe type and position of craft, crew position of individual, and all unusual circumstances. Indicate results of the act.</p> <p>Award for Achievement, Service, or Performance: State character of service during period for which recommended. (Give complete description of administrative, technical, or professional duties and responsibilities if not covered in Section C; include dates of assignment and relief.) What did the individual do that merits the award? Why was this outstanding when compared to others of like grade and experience in similar positions or circumstances? If appropriate, include production records and assistance rendered by other persons or units. What obstacles were encountered or overcome? Indicate results of achievement, service, or performance. Include reference to Fitness Reports, Letters of Commendation, or other documentation already on file which supports this recommendation.</p>		
<p>40. From early December 1965 through May 1966, Messrs. James W. McCord, Jr., [redacted] and [redacted] of the Technical Division, Office of Security, conceived and developed a unique technique for the use of a [redacted] Program. Experimentation during these months indicated [redacted] distinct advantages in terms of time and effort over the considerably more expensive [redacted] which has the distinct advantage of flexibility [redacted] currently available on the commercial market.</p> <p>The combination [redacted] make it possible [redacted] a capability the Agency has not had before.</p> <p>The Technical Division has greatly enhanced the world-wide use of this equipment [redacted]</p> <p>[redacted]</p> <p>These men have shown initiative, ingenuity and great imagination in the application [redacted].</p> <p>This technique, much of which required many off-duty hours to develop, has greatly enhanced the Agency's capability [redacted]</p> <p>[redacted] <input type="checkbox"/> CONTINUED ON ATTACHED SHEET</p>		
<p>41. ENCLOSURES (List individually) If originator is not an eyewitness or does not have personal knowledge of the act or performance, attach affidavits of eyewitness or individuals having personal knowledge of the facts.</p> <p>1. PROPOSED CITATION</p> <p>2.</p> <p>3.</p>		
<p>42. RECOMMENDATION INITIATED BY</p> <p align="center">ERMAL P. GEISS</p> <p align="center">Ermal P. Geiss</p>	<p>43. TITLE AND SIGNATURE OF OFFICIAL MAKING RECOMMENDATION</p> <p align="center">Deputy Director of Security (PTOS)</p>	<p>44. DATE</p> <p align="center">22 JUN 1966</p>
<p>Section E Recommendation Forwarded Through Officials Concerned For Their Information</p>		
<p>45. Head of SS Career Service (Career office of nominee)</p>	<p>TITLE AND SIGNATURE</p> <p align="center">Director of Security</p>	<p>DATE</p> <p align="center">5</p>
<p>46. Deputy Director of Operating Component</p>	<p>TITLE AND SIGNATURE</p>	<p>DATE</p>
<p>47. Deputy Director of Career Service</p>	<p>TITLE AND SIGNATURE</p> <p align="center">Deputy Director for Support</p>	<p>DATE</p>

SECRET

S-E-C-R-E-T
(When filled in)

MEMORANDUM FOR: Chief, Transactions & Records Branch/OP
FROM: Chief, External Training Branch/RS/TR
SUBJECT: Completion of External Training 16 Aug 1965

This is to advise you that McCord, James W., Jr. training request # R-12340 attended the following external training program:

COURSE: Air War College Program

INSTITUTION: Air War College

DATE: 7 August 1964-4 June 1965

GRADE: None

FOR THE DIRECTOR OF TRAINING:



Attachments:

- Grade Report
- Certificate of Satisfactory/Successful Completion
- Certificate of Completion
- Roster of Participants
- Training Report by Institution
- Training Report by Student
- None
- Other: _____

GROUP 1
excluded from automatic
downgrading and
declassification

S-E-C-R-E-T
(When filled in)

AIR WAR COLLEGE
Air University
United States Air Force
Maxwell Air Force Base, Alabama 36112

SECRET

AWCA

2 June 1965

SECRET

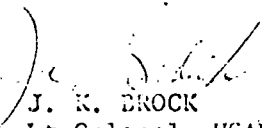
Training Reports

TO:

Director of Personnel
Central Intelligence Agency
Washington, D. C.

Attached are Training Reports (AF Form 475) for Central Intelligence Agency representatives in the Air War College Class of 1965. These reports are forwarded for your information and appropriate distribution.

FOR THE COMMANDANT


J. K. BROCK
Lt Colonel, USAF
Director of Administration

2 Atchs

- 1. TR,
- 2. TR, Mr. McCord

1. IDENTIFICATION DATA (Must AFM 35-10 carefully before filling out any item)				
1. LAST NAME - FIRST NAME - MIDDLE INITIAL McCord, James G. Jr.		2. AFSC Civilian - Central Intelligence Agency	3. ACTIVE DUTY GRADE	4. PERMANENT GRADE
5. ORGANIZATION COMMAND AND LOCATION Air University Maxwell AF Base, Alabama		6. AERO RATING CODE	8. PERIOD OF REPORT FROM 7 Aug 64 TO 4 Jun 65	
		7. ACADEMIC PERIOD 44 weeks	9. REASON FOR REPORT <input checked="" type="checkbox"/> FINAL <input type="checkbox"/> ANNUAL <input type="checkbox"/> DIRECTED	
10. NAME AND LOCATION OF SCHOOL OR INSTITUTION Air War College, Maxwell AF Base, Alabama				
11. NAME OR TITLE OF COURSE Air War College Resident Course			12. LENGTH OF COURSE 44 weeks	
13. REPORT DATA (Complete on duplicate)				
1. COURSE HOURS COMPLETED 1576	2. COURSE HOURS FAILED None	3. APC AWARDED N/A	4. AERO RATING AWARDED N/A	5. DEGREE AWARDED N/A
6. COURSE SUCCESSFULLY COMPLETED (and report only) <input checked="" type="checkbox"/> YES <input type="checkbox"/> NO IF "NO" <i>earned off-duty college credits at AU Wash Univ. Center towards MA degree</i>			8. B DISTINGUISHED GRAD (if Applicable)	
7. TITLE OF THESS <i>The Sino-Soviet Struggle for Power in Africa, and its Implications for the U.S.</i>			9. ACADEMIC PERIOD N/A	
14. COMMENTS PROFESSIONAL EDUCATION OVERPRINT				
1. WRITING ABILITY				
NOT OBSERVED <input type="checkbox"/>	UNSATISFACTORY <input type="checkbox"/>	SATISFACTORY <input type="checkbox"/>	EXCELLENT <input type="checkbox"/>	OUTSTANDING <input checked="" type="checkbox"/>
2. SPEAKING ABILITY				
NOT OBSERVED <input type="checkbox"/>	UNSATISFACTORY <input type="checkbox"/>	SATISFACTORY <input type="checkbox"/>	EXCELLENT <input checked="" type="checkbox"/>	OUTSTANDING <input type="checkbox"/>
3. INDEPENDENT PROBLEM SOLVING ABILITY (Thesis, Staff Study, etc)				
NOT OBSERVED <input type="checkbox"/>	UNSATISFACTORY <input type="checkbox"/>	SATISFACTORY <input type="checkbox"/>	EXCELLENT <input type="checkbox"/>	OUTSTANDING <input checked="" type="checkbox"/>
4. GROUP PROBLEM SOLVING AND DISCUSSION				
NOT OBSERVED <input type="checkbox"/>	UNSATISFACTORY <input type="checkbox"/>	SATISFACTORY <input type="checkbox"/>	EXCELLENT <input checked="" type="checkbox"/>	OUTSTANDING <input type="checkbox"/>
<p>ATTN: REVIEW AUTHORITIES: THIS EVALUATION COMPARES THE INDIVIDUAL REPORTED UPON WITH 278 OTHER EXCEPTIONAL OFFICERS AND CIVILIANS CAREFULLY SELECTED FOR ATTENDANCE AT THE AIR WAR COLLEGE. Mr. McCord was an outstanding member of this AWC class. As a member of the Student Entertainment Committee, he early initiated the School into a get-together; ahead of time, he attended to the many details so thoroughly that the social activities were most delightful. Mr. McCord has a most friendly and direct manner of speaking with people. He acted well-oriented toward the group endeavors. He considerably expressed his deferences toward the students of his seminars, through nice amenities appropriately made as the occasion permitted. In the seminar discussions, his participation was timely and positive, constructive and appropriately introduced so as to further the progress of the group endeavor. He was especially well-informed on the Sino-Soviet struggle for power in Africa. This student's outstanding over-all performance surpassed the high standards expected of the carefully selected members of the AWC.</p>				
15. REPORTING OFFICIAL				
15. REPORTING OFFICIAL TYPED NAME GRADE AFSC AND ORGANIZATION ARNO H. LUEHMAN, Maj. Gen, USAF, 1080A, Air War College		16. DUTY TITLE Commandant	17. SIGNATURE AND DATE <i>Arno H. Luehman</i> 11 June 1965	

AF AN 475
AF 35-10

REPLACES COPY OF THE
FORM AND USE ONLY

TRAINING REPORT

FORM 1074-10-64

SECRET
(When Filled In)

VERIFIED RECORD OF OVERSEAS SERVICE

TO:
Office of Personnel, Statistical Reporting Branch, ROOM 5 E 2506 Headquarters

EMPLOYEE SERIAL NO.	NAME OF EMPLOYEE			OFFICE/COMPONENT
	LAST	FIRST	MIDDLE	
1-6 <i>58124</i>	(Print) <i>McCord</i>	<i>JAMES W.</i>	<i>SR.</i>	25-26 <i>14</i>

INSTRUCTIONS

USE APPROPRIATE SPACE BELOW TO REPORT DATA FOR EITHER PCS OR TDY. INSERT APPROPRIATE CODE NUMBER IN "CODE" COLUMN TO DESIGNATE WHETHER SUBMISSION IS OF BASIC DATA, CORRECTION, OR CANCELLATION (One only). REPORT DATES BY USING THE NUMBER FOR THE MONTH, AND LAST TWO DIGITS ONLY FOR YEAR.

PCS DATES OF SERVICE

TYPE OF DATA	CODE	ARRIVAL			DEPARTURE			COUNTRY	OMIT
		MONTH	DAY	YEAR	MONTH	DAY	YEAR		
1 - PCS (Basic)	27	28-29	30-31	32-33	34-35	36-37	38-39	<i>GERMANY</i>	40-42
3 - CORRECTION									
5 - CANCELLATION	<i>1</i>				<i>06</i>	<i>12</i>	<i>64</i>		<i>270</i>

TDY DATES OF SERVICE

TYPE OF DATA	CODE	DEPARTURE			RETURN			AREA(S)	OMIT
		MONTH	DAY	YEAR	MONTH	DAY	YEAR		
2 - TDY (Basic)	27	28-29	30-31	32-33	34-35	36-37	38-39	40-42	
4 - CORRECTION									
6 - CANCELLATION									

SOURCE OF RECORD DOCUMENT

<input type="checkbox"/> TRAVEL VOUCHER	<input type="checkbox"/> DISPATCH
<input type="checkbox"/> CABLE	<input type="checkbox"/> DUTY STATUS OR TIME AND ATTENDANCE REPORT
<input checked="" type="checkbox"/> OTHER (Specify) <i>RETURNING PERSONNEL INFO</i>	

DOCUMENT IDENTIFICATION NO. <i>FORM 1451A</i>	DOCUMENT DATE PERIOD <i>7-10-64</i>
--	--

REMARKS

PREPARED BY <i>ASJ</i>	REPORT GENERATED OR SOURCE DOCUMENT	SOURCE DATA VERIFIED CORRECT - BASED UPON SOURCE DOCUMENT CITED
FISCAL DIVISION	DATE <i>4-20-68</i>	SIGNATURE <i>[Signature]</i>
FINANCE DIVISION		

CONTINUED SERVICE AGREEMENT FOR EMPLOYEES ASSIGNED
TO TRAINING THROUGH NON-CIA FACILITIES

1. In consideration of my being assigned by the Central Intelligence Agency to training in Air War College at

(Course)

Montgomery, Alabama

(Name of Facility)

beginning August 1965 and ending June 1965.

I agree to the following terms and conditions:

a. That, after having completed the training under the program described above, I will continue serving the Central Intelligence Agency (hereinafter the Agency) for a period of not less than 36 months, which period shall be deemed to commence the first workday after completion of the training covered by this agreement, unless I am involuntarily separated from the Agency;

b. That, if I voluntarily leave the Agency before completion of the agreed period of service and do not immediately, as determined by the Agency, enter the service of another Federal agency, I will reimburse the Agency for any additional expenses incurred by it in connection with my training, which expenses are defined to include (1) travel and per diem in lieu of subsistence, (2) transportation of immediate family, household goods and personal effects, packing, crating, temporary storage, drayage, and unpacking, (3) tuition and matriculation fees, (4) library and laboratory services, (5) purchase or rental of books, materials and supplies, (6) the cost of other services or facilities directly related to the training, but excluding salary, pay, or compensation received.

c. That, before voluntarily leaving the Agency to enter the service of another Federal agency during the agreed period of service, I will give the Agency at least ten working days' written notice, during which period it shall have the opportunity to determine whether I am to reimburse it for any additional expenses incurred; that should I fail to give such ten-day notice, or if the Agency notifies me that reimbursement is required, I will, upon demand, promptly reimburse the Agency for the additional expenses determined to be due.

d. That if I do not make prompt voluntary payment for the amount of additional expenses determined to be due under paragraphs b or c of

(NoCard)

14-00000

this agreement, the Agency may recover such amounts from me or my estate by (1) set-off of accrued salary, pay, compensation, amount of retirement credit, or other amount due me from the Government, and by (2) such other methods as may be provided by law for the recovery of amounts due the Government.

e. That the assignment to training under this agreement does not commit the Government to continue my employment and, further, that I may be released in whole or in part from the terms of this agreement only by action of the Director of Central Intelligence.

(Signature)
James W. McCord ✓

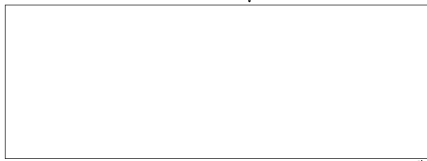
James W. McCord
(Type Name)

13 July 1964
(Date)

WITNESS: _____

(Signature)

(Type Name)
13 July 1964
(Date)



9 MAY 1954

Dear Jim:

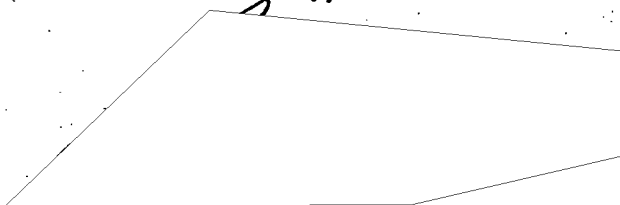
My tour of duty in [redacted] Europe will terminate in late May when I leave Europe to undertake new duties in Washington, D. C. My association with you and your staff has been a richly rewarding experience, both personally and professionally. The manner in which you have unobtrusively, yet effectively, served as the catalyst which welded together the activities of the many staff and operational agencies which share an interest in our national security, has been a source of continuing inspiration to me. Your efforts have enjoyed my unqualified personal support and have merited the admiration of those members of my staff who have been privileged to associate with you.

You have dramatically demonstrated a capacity for bringing together key personnel of agencies who seek, in the accomplishment of their individual missions, the realization of a common goal, in a manner calculated to preserve the individual integrity of each agency while exploiting those benefits of cohesiveness so essential to maximum effectiveness. Mindful that the application of a prescribed technique without adding the complementing ingredient of your confidence inspiring and persuasive personality would not have achieved the same measure of success, I unhesitatingly ascribe our abundant joint accomplishments to your generous personal contribution.

Walter James

My future relationships with your associates will always reflect my admiration for the manner in which you have contributed to the attainment of our national aims and the manner in which your personal efforts have precipitated a more significant contribution from the other agencies with which yours has been associated.

Sincerely,





REPLY TO
ATTN OF: [Redacted]

SUBJECT:

10 JUN 1964

TO: [Redacted]
[Redacted]
[Redacted]

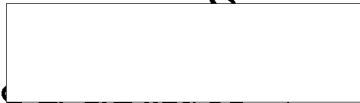
Dear Mr. [Redacted]

On the departure of Mr. James W. McCord I wanted you to know of OSI's appreciation for his constant support and cooperation during his tour. He has given us valuable assistance in the performance of our mission.

We appreciate also Mr. McCord's constant efforts to create unity of purpose and action among the many security and counterintelligence agencies in the area. Through his efforts new liaison avenues were opened to OSI which, on several occasions, facilitated the completion of our tasks. His efforts in contingency planning also were noteworthy.

OSI in [Redacted] will miss Mr. McCord. Please extend our good wishes to him and Mrs. McCord for continued success in their endeavors.

Sincerely



Colonel, USAF
Deputy Director [Redacted]

John Spasson
C

[Redacted]

[Redacted]

5 June 1964

SUBJECT: Letter of Appreciation

TO: Mr. James W. McCord

[Redacted]

1. Upon your impending departure from overseas assignment, I wish to take this opportunity to express sincere appreciation on behalf of the [Redacted] for your splendid cooperation with this organization.

2. The conference held by security officers in this area on a monthly basis, which was established largely due to your efforts, has provided an excellent opportunity for closer coordination, exchange of information, and integrated operations; and has resulted in benefits to the overall security missions of the United States agencies in this area.

3. Your professional competence, coupled with your cheerful approach to problem areas, has benefited all of those who have had the opportunity to work with you. I feel certain you will render distinguished service in your new assignment, and I wish you every success for the future.

[Redacted]

14-00000



8 June 1964

SUBJECT: Letter of Appreciation


TO: Mr. James W. McCord, Jr.



1. The news of your departure to a new station in the USA has been received with regret; your contributions in the intelligence community will be missed. At the same time it is gratifying to learn that you have been selected for such an important assignment of which you are most deserving.

2. I wish to express my appreciation for your efforts in organizing the Frankfurt Security Officers' Conference. I am aware that through your initiative and tenacity this organization expanded in size until all security and intelligence units in the Frankfurt area were represented, thus cementing their combined efforts into one sphere of cooperation. This, I am sure, has contributed immeasurably to the overall security mission of this community.

3. I also wish to specifically thank you for the security lecture you presented to members of my command in England. There have been many favorable comments received from personnel hearing that presentation, to the effect that the lecture indicated a very broad range of knowledge on your part and that it was presented in a truly professional manner.

4. The fine cooperation you have extended to personnel in my  Division has been of the greatest assistance to my command and all have voiced their appreciation and satisfaction concerning their association with you. I wish you the best of luck and success in your new endeavor.



FOR OFFICIAL USE ONLY

SECRET

rec'd 21 Nov 63
SEC-2 T11, 30 Oct 63

FIELD REASSIGNMENT QUESTIONNAIRE

DO NOT COMPLETE FOR HEADQUARTERS USE ONLY

DO NOT COMPLETE

1. AUTHENTICATION OF SIGNATURES AND VERIFICATION OF ITEMS 1 THROUGH 7, BELOW

NAME OF EMPLOYEE (Type)	DATE (from item 1)	NAME OF SUPERVISOR (Type)	DATE (from item 2)
James W. McCord, Jr.	12 Oct 63		23 Oct 63

2. NAME AND SIGNATURE OF OFFICIAL AT HEADQUARTERS AUTHORIZED TO AUTHENTICATE SIGNATURES AND VERIFY DATA IN ITEMS NOS. 1 THROUGH 7, BELOW

DATE: 21 Nov 63

TO BE COMPLETED BY EMPLOYEE

ARR. O/E 9 June 64

1. DATE OF BIRTH	2. GRADE	3. CURRENT POSITION TITLE
26 January 1924	GS-15	Chief, Security Branch/CSB
4. SERVICE DESIGNATION (if known)	5. CURRENT STATION OR FIELD BASE	7. EXPECTED DATE OF DEPARTURE FROM FIELD
Security Officer	German Station, CSB	9 June 1964
6. OTHER DUTY STATIONS OR FIELD BASES DURING CURRENT TOUR		7a. EXPECTED DATE OF ARRIVAL AT HEADQUARTERS PCS
		20 July 1964

8. WRITE A DESCRIPTION OF YOUR MAJOR DUTIES DURING THE CURRENT TOUR OF DUTY (use special note on Transmittal Form):

1. Security policy advisor to COS and its Senior Station and Base Officers.
2. Supervises nine professional and four clerical employees of the Security Branch.
3. Directs conduct of LCFLUTTER, SGLATERAL, Physical Security Duties and Investigations performed by the Security Branch.
4. Reviews security of German Station and recommends ways and means for strengthening and improving.
5. Furnishes technical security support and guidance to other Bases in EE and outside of EE on request.
6. Reviews investigative reports of the Security Branch and performs such other duties as directed by COS, Chief, EE and Bases.

9. PREFERENCE FOR NEXT ASSIGNMENT.

A. WRITE A BRIEF DESCRIPTION OF THE TYPE OF WORK YOU WOULD PREFER FOR YOUR NEXT ASSIGNMENT IF IT DIFFERS FROM THAT INDICATED IN ITEM NO. 3, ABOVE. IF YOU HAVE MORE THAN ONE PREFERENCE, INDICATE YOUR CHOICES.

Same as #8, above.

B. INDICATE WHAT TRAINING YOU BELIEVE YOU SHOULD HAVE IN ORDER TO INCREASE YOUR VALUE TO THE ORGANIZATION (refer to catalog of courses, if available):

Would like National War College training

SECRET

9. PREFERENCE FOR NEXT ASSIGNMENT (continued)

C. INDICATE YOUR PREFERENCE FOR NEXT ASSIGNMENT BY INSERTING NUMBERS 1, 2 AND 3 (for 1st, 2nd and 3rd choice) IN THE BOXES BELOW:

1 RETURN TO MY CURRENT STATION

2 BE ASSIGNED TO HEADQUARTERS FOR A TERM OF 24 MONTHS WITH RESPECT TO POSSIBLE ASSIGNMENT IN HEADQUARTERS. INDICATE CHOICE OF COMPONENT:
1ST. CHOICE OS/IOS 2ND. CHOICE OS/PPS 3RD. CHOICE OS/Staff

3 BE ASSIGNED TO ANOTHER FIELD STATION WITH RESPECT TO POSSIBLE REASSIGNMENT TO ANOTHER FIELD STATION. INDICATE CHOICE OF GEOGRAPHIC AREA OR SPECIFIC STATION, BASED ON QUALIFICATIONS:
1ST. CHOICE San Francisco 2ND. CHOICE Los Angeles 3RD. CHOICE Miami

10. HOW MUCH LEAVE DO YOU DESIRE BETWEEN ASSIGNMENTS?
30 days INDICATE NUMBER OF WORK DAYS 20

11. INDICATE THE NUMBER AND AGE OF DEPENDENTS WHO WILL BE TRAVELLING OR MOVING WITH YOU:
four; ages, 36, 11, 9, and 7

12. SIGNATURE: COMPLETE ITEM NO. 5-1, TRANSMITTAL SHEET, TO INDICATE COMPLETION OF ABOVE PORTION OF THIS FORM.
TO BE COMPLETED BY SUPERVISOR AT FIELD STATION

13. IN CONSIDERATION OF THE PAST EXPERIENCE AND PERFORMANCE OF THE EMPLOYEE, HIS EXPRESSED PREFERENCE FOR NEXT ASSIGNMENT, AND THE STAFFING REQUIREMENTS OF THE STATION, INDICATE YOUR RECOMMENDATION FOR HIS NEXT ASSIGNMENT AND TRAINING:

Subject has rendered outstanding performance while assigned to the German Station. His preference to return for an additional two years after home leave is accepted with great pleasure.

Full consideration should also be given in the future for his request to attend the National War College.

14. SIGNATURE: COMPLETE ITEM NO. 5-2, TRANSMITTAL SHEET TO INDICATE COMPLETION OF THIS PORTION OF THE FORM.
TO BE COMPLETED BY APPROPRIATE PERSONNEL OFFICER AT HEADQUARTERS

15. IN CONSIDERATION OF THE PAST EXPERIENCE AND PERFORMANCE OF THE EMPLOYEE, HIS EXPRESSED PREFERENCE FOR NEXT ASSIGNMENT, AND THE STAFFING REQUIREMENTS OF THE COMPONENT TO WHICH HE IS CURRENTLY ASSIGNED, INDICATE YOUR RECOMMENDATIONS FOR HIS NEXT ASSIGNMENT AND TRAINING:

Events have overtaken this HQ and Subject will be returning in the summer of 1964 to attend the Air War College.

16. NAME OF PERSONNEL OFFICER: [Redacted] SIGNATURE: [Redacted]
DATE: 10 December 1963

17. EMPLOYEE HAS HAS NOT BEEN NOTIFIED OF PLANNED REASSIGNMENT

18. TYPED OR PRINTED NAME: ERNEST HARDT SIGNATURE: Ernest Hardt

19. TITLE: OS/PPS DATE: 20 Jan 64

20. COMMENTS: Mr. McLeod selected for Air War College and subsequently decided to return for this purpose.

SECRET

SECRET
(When Filled In)

VERIFIED RECORD OF OVERSEAS SERVICE

TO: Office of Personnel, Statistical Reporting Branch, ROOM 192 Curie Hall

EMPLOYEE SERIAL NO.	NAME OF EMPLOYEE			OFFICE/COMPONENT
	LAST	FIRST	MIDDLE	
58124	(Print) MCCORD	7-24 JAMES	W.	25-26 ST

INSTRUCTIONS

USE APPROPRIATE SPACE BELOW TO REPORT DATA FOR EITHER PCS OR TDY. INSERT APPROPRIATE CODE NUMBER IN "CODE" COLUMN TO DESIGNATE WHETHER SUBMISSION IS OF BASIC DATA, CORRECTION, OR CANCELLATION (One only). REPORT DATES BY USING THE NUMBER FOR THE MONTH, AND LAST TWO DIGITS ONLY FOR YEAR.

PCS DATES OF SERVICE

TYPE OF DATA	CODE	ARRIVAL			DEPARTURE			COUNTRY	OMIT
		MONTH	DAY	YEAR	MONTH	DAY	YEAR		
1 - PCS (Basic)	27	28-29	30-31	32-33	34-35	36-37	GERMANY	40-42	
3 - CORRECTION									
5 - CANCELLATION	1	06	09	62				270	

TDY DATES OF SERVICE

TYPE OF DATA	CODE	DEPARTURE			RETURN			AREA(S)	OMIT
		MONTH	DAY	YEAR	MONTH	DAY	YEAR		
2 - TDY (Basic)	27	28-29	30-31	32-33	34-35	36-37		40-42	
4 - CORRECTION									
6 - CANCELLATION									

SOURCE OF RECORD DOCUMENT

TRAVEL VOUCHER	DISPATCH
CABLE	<input checked="" type="checkbox"/> DUTY STATUS OR TIME AND ATTENDANCE REPORT
OTHER (Specify)	

DOCUMENT IDENTIFICATION NO. _____ DOCUMENT DATE/PERIOD
5/13 - 6/9/62

REMARKS

PREPARED BY: _____ REPORT ANNOTATED ON SOURCE DOCUMENT: DATE: 8/14/62
 ABOVE DATA VERIFIED CORRECT BASED UPON SOURCE DOCUMENT FILED: _____ SIGNATURE: _____

SECRET
(When Filled In)

VERIFIED RECORD OF OVERSEAS SERVICE 253130 MAY 31 62

TO: Office of Personnel, Statistical Reporting Branch, ROOM 192 Corle Hall

EMPLOYEE SERIAL NO. 1-8	NAME OF EMPLOYEE			OFFICE/COMPONENT 25-28
	LAST (Print)	FIRST 7-24	MIDDLE	
538124	Mc (OR)	JAMES W.	JR.	54

INSTRUCTIONS

USE APPROPRIATE SPACE BELOW TO REPORT DATA FOR EITHER PCS OR TDY. INSERT APPROPRIATE CODE NUMBER IN "CODE" COLUMN TO DESIGNATE WHETHER SUBMISSION IS OF BASIC DATA, CORRECTION, OR CANCELLATION (One only). REPORT DATES BY USING THE NUMBER FOR THE MONTH, AND LAST TWO DIGITS ONLY FOR YEAR.

PCS DATES OF SERVICE

TYPE OF DATA	CODE	ARRIVAL			DEPARTURE			COUNTRY	OMIT
		MONTH	DAY	YEAR	MONTH	DAY	YEAR		
1 - PCS (Basic)	27	29	29	30	31	32	33		40-42
3 - CORRECTION									
5 - CANCELLATION									

TDY DATES OF SERVICE

TYPE OF DATA	CODE	DEPARTURE			RETURN			AREA(S)	OMIT	
		MONTH	DAY	YEAR	MONTH	DAY	YEAR			
2 - TDY (Basic)	27	28	29	30	31	32	33		40-42	
4 - CORRECTION										
5 - CANCELLATION										
		2	04	04	62	04	14	62	E/E	801

SOURCE OF RECORD DOCUMENT

<input checked="" type="checkbox"/> TRAVEL VOUCHER	DISPATCH
CABLE	DUTY STATUS OR TIME AND ATTENDANCE REPORT
OTHER (Specify)	

DOCUMENT IDENTIFICATION NO. 05-655-62

DOCUMENT DATE/PERIOD 4/1-14/62

REMARKS

Mc
9-10-62

PREPARED BY	REPORT ANNOTATED ON SOURCE DOCUMENT	APPROVE DATA VERIFIED CORRECT, BASED UPON SOURCE DOCUMENT CITED
FISCAL OFFICER	DATE 27 May 62	SIGNATURE
PERSONNEL OFFICER		

J. M. H. S.

FORM 1451a

SECRET

16-103

14-00000

CERTIFICATE

—♦—
This is to certify that

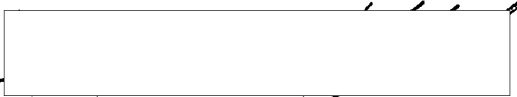
James W. McCord

has attended and successfully completed the

SECURITY OFFICE
SPECIAL TRAINING COURSE

Security Officer Field Course #12

during the period 14 May *to* 25 May 1962


FOR THE DIRECTOR OF SECURITY, CIA

WASHINGTON, D.C.

14-00000

CERTIFICATE

—:—

This is to certify that


James W. McCord

has attended and successfully completed the

SECURITY OFFICE SPECIAL TRAINING COURSE

Physical Security Training Course #8

during the period 23 April *to* 11 May 1962


FOR THE DIRECTOR OF SECURITY, CIA

WASHINGTON, D.C.

CONFIDENTIAL
(When Filled In)

TRAVEL AGREEMENT BY STAFF EMPLOYEES ASSIGNED TO PERMANENT
DUTY STATION OUTSIDE CONTINENTAL UNITED STATES

1. In accordance with the policy of the Central Intelligence Agency, I agree to serve outside the continental United States a minimum tour of Two Years from the date of my arrival at my permanent post of duty, unless said tour is sooner terminated by the Government for its convenience, or it is terminated by the Agency for circumstances that are considered by it to be beyond my control.

2. It is understood and agreed that if I terminate for reasons within my control in less than 12 months from the date of arrival at said post, I shall reimburse CIA for all travel expenses, including storage and per diem, incurred in the transporting of myself, my dependents, my household and personal effects and my automobile to my permanent post of duty, and shall pay all return travel and transportation expenses to the United States.

3. It is further understood and agreed that if I terminate for reasons within my control subsequent to the twelfth month but prior to the completion of my tour of duty, I shall pay all return expenses for the travel and transportation of myself, my dependents, my household and personal effects and my automobile to the United States.

WITNESS:

James Walter McGord, Jr.
James Walter McGord, Jr.
(Employee)

Office of Personnel

Date: May 8 '62

S-E-C-R-E-T

TRAINING REPORT

Operations Support No. 50

120 hours, full-time, Phase I 2 - 20 April 62 8 Students
80 hours, full-time, Phase II 23 April - 4 May 62 10 Students

Student : McCORD, James W., Jr.

Year of Birth: 1924

EOD Date: August 1951

Grade: GS-15

Office : 08

COURSE OBJECTIVES - CONTENT AND METHODS

The Operations Support Course emphasizes the role of support personnel in clandestine activities and their responsibility in originating material of a support nature at headquarters and in the field. The Course objectives are to provide the student with (1) an appreciation of the interrelationship between operating functions and support functions; (2) an understanding of some of the basic principles and techniques of Agency operations; (3) a knowledge of procedures, regulations and problems pertinent to the necessary support of operational activities.

a. Phase I covers instruction on organization, functions and responsibilities of the Clandestine Services; basic principles of clandestine activity accompanied by practical exercises; project and agent management; familiarization with defensive and offensive audio surveillance.

About fifty per cent of Phase I consists of lectures, briefings, and discussions; about thirty-five per cent is devoted to field exercises, practical written assignments, practice problems, and observing films as training aids in basic tradecraft. The remainder of the time is devoted to studying and testing.

b. Phase II includes name checks, records procedures, foreign travel, finance and property accounting, dispatch, pouch, cable and message-writing procedures. For this phase, problems have been developed to represent situations as they normally occur at a Station.

About thirty-five per cent of Phase II is composed of lectures, briefings, and discussions; about fifty per cent is devoted to practice problems and practical written assignments. The remainder of the time is devoted to studying and testing.

ACHIEVEMENT RECORD

The adjectival ratings on this student for each major area of this course are the result of an evaluation of his work on his individual projects, on the other exercises, and on the final examination. Comparative judgment takes into account students in preceding classes as well as the present one. The numbers show how many students received each rating. An asterisk (*) shows the rating this student received. The rating the student receives represents the student's performance in the course with no allowance made for difference in age, education, experience and so forth.

S-E-C-R-E-T

S-E-C-R-E-T

NAME McCorm, James W., Jr.

MAJOR CATEGORIES

PHASE I	UNSAT	SAT	EXCELLENT
1. Tradeecraft - Recognition of elementary principles.	0	2	6
2. Casings - Written observation of an assigned site.	0	2	6
3. Personal Meeting Plan - Written paper emphasizing techniques of effecting clandestine meeting.	0	5	3
4. Personal Meeting - Carrying out student's plan.	0	4	4
5. Contact Report - Written report of clandestine personal meeting.	0	2	6
6. Operational Support Procedures - General knowledge of Clandestine Services Organization and Functions; Agent and Project Management.	0	2	6
PHASE II			
1. Originating Headquarters and Field Dispatches. Indexing Requirements. Field Pouch Manifest.	0	2	8
2. Preparation of Headquarters and Field Cables. Writing and Indexing Messages. Use of Message Writing Techniques.	0	7	3
3. Type II Property Accounting - Fundamentals and Execution of Records.	0	1	9
4. Foreign Travel - Currency Conversion and Completion of Travel Voucher.	0	4	6
5. Familiarization with <input type="checkbox"/> Accounting and Preparation of Records.	0	0	10
6. Clandestine Services Headquarters and Field Support Procedures.	1	4	5
COMMENTS			
Student cancelled per Registrar/Training, 29 March 1962.			
FOR THE DIRECTOR OF TRAINING:	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Chief Instructor	18 May 1962	Date

S-E-C-R-E-T

CONFIDENTIAL
(When Filled In)

TJR

Complete in duplicate. The data recorded on this form is essential in determining travel expenses allowable in connection with leave at government expense, overseas duty, return to residence upon separation, and for providing current residence and dependency information required in the event of an employee emergency. The original of this form will be filed in the employee's official personnel folder.

NAME OF EMPLOYEE (Last) (First) (Middle) SOCIAL SECURITY NUMBER
 M^cCORD June W JR 453-72-4741

1. RESIDENCE DATA
 PLACE OF RESIDENCE WHEN INITIALLY APPOINTED: _____ LAST PLACE OF RESIDENCE IN CONTINENTAL U.S. (If appointed abroad) 5
 PLACE IN CONTINENT OF RESIDENCE: _____ HOME LEAVE RESIDENCE: Same
 5701 7104th Ave, Springfield Va

2. MARITAL STATUS (Check one)
 SINGLE MARRIED SEPARATED DIVORCED WIDOWED ANNULLED
 IF MARRIED, PLACE OF MARRIAGE: Louisiana Texas DATE OF MARRIAGE: 30/11
 IF DIVORCED, PLACE OF DIVORCE DECREE: _____ DATE OF DECREE: _____
 IF WIDOWED, PLACE SPOUSE DIED: _____ DATE SPOUSE DIED: _____
 IF PREVIOUSLY MARRIED, INDICATE NAME(S) OF SPOUSE, REASON(S) FOR TERMINATION, AND DATE(S): _____

3. MEMBERS OF FAMILY
 NAME OF SPOUSE: SARAH RUTH M^cCORD ADDRESS (No., Street, City, Zone, State): 5701 7104th Ave, Springfield Va TELEPHONE NO.: FL 4 7696
 NAMES OF CHILDREN: Michael Steven M^cCORD, Nancy Ellen M^cCORD, Carol Anne M^cCORD. All addresses: Same. Birth dates: M 4/15/52, F 7/24/50, F 11/7/52
 NAME OF FATHER (Or male guardian): James W. M^cCORD Sr. ADDRESS: 63 Thackeraville Okla. TELEPHONE NO.: _____
 NAME OF MOTHER (Or female guardian): Maryanne Lu M^cCORD TELEPHONE NO.: _____

WHAT MEMBER(S) OF YOUR FAMILY IF ANY, HAS BEEN TOLD OF YOUR AFFILIATION WITH THE ORGANIZATION IF CONTACT IS REQUIRED IN AN EMERGENCY?
 Parents + Luther Perry 35-2-27th St Lubbock Texas (Father is in)

4. PERSON TO BE NOTIFIED IN CASE OF EMERGENCY
 NAME (Mr., Mrs., Miss) (Last-First-Middle): Luther Perry
 HOME ADDRESS (No., Street, City, Zone, State): 3508 35th St Lubbock Texas RELATIONSHIP: Father in Law HOME TELEPHONE NUMBER: SWIFT 9-3440
 BUSINESS ADDRESS (No., Street, City, Zone, State) AND NAME OF EMPLOYER, IF APPLICABLE: Same BUSINESS TELEPHONE EXTENSION: Same

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

The persons named in item 3 above may also be notified in case of emergency. If such notification is not desirable because of health or other reasons, please so state in item 6 on the reverse side of this form.

CONTINUED ON REVERSE SIDE

CURRENT RESIDENCE AND DEPENDENCY REPORT

CONFIDENTIAL
(When Filled In)

5. VOLUNTARY ENTRIES

Experience in the handling of employee emergencies has shown that the absence of certain persons often delays and complicates the settlement of estate and financial matters. The information requested in this section may prove very useful to your family or attorney in the event of your disability or death and will be disclosed only when circumstances warrant.

INDICATE NAME AND ADDRESS OF ANY BANKING INSTITUTIONS WITH WHICH YOU HAVE ACCOUNTS AND THE NAMES IN WHICH THE ACCOUNTS ARE CARRIED.

1ST NATIONAL BANK of VIRGINIA - James W Jr and
Social Roll McGee

NW FEDERAL Credit Union

HAVE YOU COMPLETED A LAST WILL AND TESTAMENT? YES NO. (If "Yes" where is document located?)

w. h. wife

HAVE YOU PRE-PLANNED AN ARRANGED GUARDIANSHIP OF YOUR CHILDREN IN CASE OF COMMON DISASTER TO BOTH PARENTS? YES NO. (If "Yes" give name(s) and address)

Dorothy Berry, wife in law, 2217-D Marshall St Houston Tex

HAVE YOU EXECUTED A POWER OF ATTORNEY? YES NO. (If "Yes" who possess the power of attorney?)

1ST NATIONAL Bank, Vienna Virginia

6. ADDITIONAL DATA AND/OR CONTINUATION OF PRECEDING ITEMS

SIGNED BY: [Signature] DATE: May 8 62 SIGNATURE: [Signature]

CONFIDENTIAL

SECRET
(When Filled In)

VERIFIED RECORD OF OVERSEAS SERVICE 239754 MAR 1962

TO: Office of Personnel, Statistical Reporting Branch, ROOM 192 Curie Hall

EMPLOYEE SERIAL NO. 1-5	NAME OF EMPLOYEE			OFFICE/COMPONENT 24-29
	LAST (Print)	FIRST	MIDDLE	
58124 ✓	McCord	JAMES W.	J.P.	24

INSTRUCTIONS

USE APPROPRIATE SPACE BELOW TO REPORT DATA FOR EITHER PCS OR TDY. INSERT APPROPRIATE CODE NUMBER IN "CODE" COLUMN TO DESIGNATE WHETHER SUBMISSION IS OF BASIC DATA, CORRECTION, OR CANCELLATION (One only). REPORT DATES BY USING THE NUMBER FOR THE MONTH, AND LAST TWO DIGITS ONLY FOR YEAR.

PCS DATES OF SERVICE

TYPE OF DATA	CODE	ARRIVAL			DEPARTURE			COUNTRY	OMIT
		MONTH	DAY	YEAR	MONTH	DAY	YEAR		
1 - PCS (Basic)	26	27-28	29-30	31-32	33-34	35-36	37-38		39-41
3 - CORRECTION									
5 - CANCELLATION									

TDY DATES OF SERVICE

TYPE OF DATA	CODE	DEPARTURE			RETURN			AREA(S)	OMIT
		MONTH	DAY	YEAR	MONTH	DAY	YEAR		
2 - TDY (Basic)	26	27-28	29-30	31-32	33-34	35-36	37-38		39-41
4 - CORRECTION								EE	801
6 - CANCELLATION									

SOURCE OF RECORD DOCUMENT

<input checked="" type="checkbox"/> TRAVEL VOUCHER	<input type="checkbox"/> DISPATCH
<input type="checkbox"/> CABLE	<input type="checkbox"/> DUTY STATUS OR TIME AND ATTENDANCE REPORT
<input type="checkbox"/> OTHER (Specify)	

DOCUMENT IDENTIFICATION NO. 05-544-62	DOCUMENT DATE/PERIOD 10/4-10/61
--	------------------------------------

REMARKS

PREPARED BY	REPORT ANNOTATED ON SOURCE DOCUMENT	ABOVE DATA VERIFIED CORRECT BASED UPON SOURCE DOCUMENT CITED
FISCAL DIVISION	DATE	SIGNATURE
FINANCE DIVISION		

FORM 1451a

SECRET

(6-10)

S-E-R-V-I-C-E
(When Completed)

TRAINING REPORT

Americans Abroad Orientation - [redacted] (Germany)
 28 hours 19, 20, 26 & 27 February 1962 Office :

Students : MCCORD, Sarah Ruth (Dependent- Service Designation:
 James W., Jr.)

Year of Birth: No. of Students :

Grade : EOD Date :

COURSE OBJECTIVE - CONTENT AND METHOD

This course helps prepare personnel and their adult dependents for residence or travel in the general area and country of destination. Included are a briefing on "the Americans Abroad Problem," its implications for the individual employee or dependent and the agency, practical advice for successful personal adjustment to everyday problems of working and living in the area of assignment, useful information on the area, and guide lines for understanding its major problems. Advice includes cues for effective inter-personal relations in the particular country or region. Area information includes an analysis of the importance of the region to the United States and descriptions of the people, their institutions, and current living conditions. The course offers lectures, panel discussions, films, slide commentaries, and selected readings for a recommended program of self-study. Employees and dependents recently returned from the area help to keep current the information on conditions.

ACHIEVEMENT RECORD

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

FOR THE DIRECTOR OF TRAINING: [redacted] 4 June 1962
 Chief Instructor Date

S-E-R-V-I-C-E
(When Completed)

SECRET
(When Filled In)

VERIFIED RECORD OF OVERSEAS SERVICE

TO: Office of Personnel, Statistical Reporting Branch, ROOM 192 Curie Hall

EMPLOYEE SERIAL NO. 1-6	NAME OF EMPLOYEE			OFFICE/COMPONENT 25-26
	LAST (Print)	FIRST	MIDDLE	
57124	McCord	JAMES	W	24

INSTRUCTIONS

USE APPROPRIATE SPACE BELOW TO REPORT DATA FOR EITHER PCS OR TDY. INSERT APPROPRIATE CODE NUMBER IN "CODE" COLUMN TO DESIGNATE WHETHER SUBMISSION IS OF BASIC DATA, CORRECTION, OR CANCELLATION (One only). REPORT DATES BY USING THE NUMBER FOR THE MONTH, AND LAST TWO DIGITS ONLY FOR YEAR.

PCS DATES OF SERVICE

TYPE OF DATA	CODE	ARRIVAL			DEPARTURE			COUNTRY	OMIT
		MONTH	DAY	YEAR	MONTH	DAY	YEAR		
1 - PCS (Basic)	27	28-29	30-31	32-33	34-35	36-37	38-39	40-41	
2 - CORRECTION									
3 - CANCELLATION									

TDY DATES OF SERVICE

TYPE OF DATA	CODE	DEPARTURE			RETURN			AREA(S)	OMIT
		MONTH	DAY	YEAR	MONTH	DAY	YEAR		
1 - TDY (Basic)	2	06	12	61	06	29	61	EE	40-42
2 - CORRECTION									
3 - CANCELLATION									

SOURCE OF RECORD DOCUMENT

<input checked="" type="checkbox"/> TRAVEL VOUCHER	<input type="checkbox"/> DISPATCH
<input type="checkbox"/> CABLE	<input type="checkbox"/> DUTY STATUS OR TIME AND ATTENDANCE REPORT
<input type="checkbox"/> OTHER (Specify)	

DOCUMENT IDENTIFICATION NO. T.O. OS-516-62	DOCUMENT DATE/PERIOD 4/12/61 - 6/29/61
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REMARKS

219883 NW 1561

PREPARED BY	REPORT ANNOTATED ON SOURCE DOCUMENT	ABOVE DATA VERIFIED CORRECT, BASED UPON SOURCE
FISCAL DIVISION	DATE 12 Nov 61	SI
FINANCE DIVISION		

21 12/29/61

VERIFIED RECORD OF OVERSEAS SERVICE										
Office of Personnel, Statistical Reporting Branch, ROOM 192 Curie Hall										
EMPLOYEE SERIAL NO.		NAME OF EMPLOYEE					OFFICE/COMPONENT			
1-9		LAST		FIRST		MIDDLE		10-28		
58124		McCord		James		W. Jr.		24		
INSTRUCTIONS										
USE APPROPRIATE SPACE BELOW TO REPORT DATA FOR EITHER PCS OR TDY. INSERT APPROPRIATE CODE NUMBER IN "CODE" COLUMN TO DESIGNATE WHETHER SUBMISSION IS OF BASIC DATA, CORRECTION, OR CANCELLATION (ONE UNIT). REPORT DATES BY USING THE NUMBER FOR THE MONTH, AND LAST TWO DIGITS ONLY FOR YEAR.										
PCS DATES OF SERVICE										
TYPE OF DATA		ARRIVAL			DEPARTURE			COUNTRY		OMIT
		CODE	MONTH	DAY	YEAR	MONTH	DAY	YEAR		40-42
1 - PCS (Basic)		27	28-29	30-31	32-33	34-35	36-37	38-39		
3 - CORRECTION										
5 - CANCELLATION										
TDY DATES OF SERVICE										
TYPE OF DATA		DEPARTURE			RETURN			AREAS		OMIT
		CODE	MONTH	DAY	YEAR	MONTH	DAY	YEAR		40-42
2 - TDY (Basic)		27	28-29	30-31	32-33	34-35	36-37	38-39		
4 - CORRECTION										
6 - CANCELLATION		22	03	12	61	03	22	61	WE	801
SOURCE OF RECORD DOCUMENT										
<input checked="" type="checkbox"/> TRAVEL VOUCHER					<input type="checkbox"/> DISPATCH					
<input type="checkbox"/> CABLE					<input type="checkbox"/> STATUS OR TIME AND ATTENDANCE REPORT					
<input type="checkbox"/> OTHER (Specify)										
DOCUMENT IDENTIFICATION NO.					DOCUMENT DATE/PERIOD					
REMARKS										
PREPARED BY		REVIEW INITIATED ON			ABOVE DATA VERIFIED CORRECT, BASED UPON SOURCE DOCUMENT CITED.					
PERSONNEL DIVISION		DATE			SIGNATURE					
PERSONNEL DIVISION		5/22/61								

SECRET

VERIFIED RECORD OF OVERSEAS SERVICE

123189 DEC 1960

To: Office of Personnel, Statistical Reporting Branch, ROOM 190 Curle Hall

EMPLOYEE SERIAL NO.	NAME OF EMPLOYEE			OFFICE/COMPONENT
	LAST	FIRST	MIDDLE	
1-6	(Print)	1-28		15-26
58124	McCord	JAMES	W.	24 21

INSTRUCTIONS

USE APPROPRIATE SPACE BELOW TO REPORT DATA FOR EITHER PCS OR TDY. INSERT APPROPRIATE CODE NUMBER IN "CODE" COLUMN TO INDICATE WHETHER SUBMISSION IS OF BASIC DATA, CORRECTION, OR CANCELLATION (One only). REPORT DATES BY USING THE NUMBER FOR THE MONTH, AND LAST TWO DIGITS ONLY FOR YEAR.

PCS DATES OF SERVICE

TYPE OF DATA	CODE	ARRIVAL			DEPARTURE			COUNTRY	OMIT
		MONTH	DAY	YEAR	MONTH	DAY	YEAR		
1 - PCS (Basic)	77	28-29	30-31	32-33	34-35	36-37		40-42	
3 - CORRECTION									
5 - CANCELLATION									

TDY DATES OF SERVICE

TYPE OF DATA	CODE	DEPARTURE			RETURN			AREA(S)	OMIT
		MONTH	DAY	YEAR	MONTH	DAY	YEAR		
1 - TDY (Basic)	27	28-29	30-31	32-33	34-35	36-37	38-39	40-42	
3 - CORRECTION									
5 - CANCELLATION	A2	08	15	60	08	22	60	501	

SOURCE OF RECORD DOCUMENT

<input checked="" type="checkbox"/> TRAVEL VOUCHER	<input type="checkbox"/> DISPATCH
<input type="checkbox"/> CASUAL	<input type="checkbox"/> DUTY STATUS OR TIME AND ATTENDANCE REPORT
OTHER (Specify)	

DOCUMENT IDENTIFICATION NO.	DOCUMENT DATE/PERIOD
	15-27 AUG. 60

REMARKS

PREPARED BY	REPORT ANNOTATED ON SOURCE DOCUMENT	ABOVE DATA VERIFIED CORRECT, BASED UPON SOURCE DOCUMENT CITED
DATE	SIGNATURE	
12/14/60		

SECRET
(When Filled In)

VERIFIED RECORD OF OVERSEAS SERVICE

TO:

Office of Personnel, Statistical Reporting Branch, ROOM 192 Scobie Hall

EMPLOYEE SERIAL NO. I. B.	NAME OF EMPLOYEE			OFFICE/COMPONENT
	LAST (Print)	FIRST	MIDDLE	
58124	McCord, J.	James	W.	31

INSTRUCTIONS

USE APPROPRIATE SPACE BELOW TO REPORT DATA FOR EITHER PCS OR TDY. INSERT APPROPRIATE CODE NUMBER IN "CODE" COLUMN TO DESIGNATE WHETHER SUBMISSION IS OF BASIC DATA, CORRECTION, OR CANCELLATION (One only). REPORT DATES BY USING THE NUMBER FOR THE MONTH, AND LAST TWO DIGITS ONLY FOR YEAR.

PCS DATES OF SERVICE

TYPE OF DATA	CODE	ARRIVAL			DEPARTURE			COUNTRY	OMIT
		MONTH	DAY	YEAR	MONTH	DAY	YEAR		
1. PCS (Basic)	10	27-28	29-30	31-32	33-34	35-36	37-38		30-41
2. CORRECTION									
3. CANCELLATION									

TDY DATES OF SERVICE

TYPE OF DATA	CODE	DEPARTURE			RETURN			AREA(S)	OMIT
		MONTH	DAY	YEAR	MONTH	DAY	YEAR		
1. TDY (Basic)	20	27-28	29-30	31-32	33-34	35-36	37-38		30-41
2. CORRECTION	2	10	25	59	10	17	59	WE - EE	801
3. CANCELLATION									

SOURCE OF RECORD DOCUMENT

<input checked="" type="checkbox"/> TRAVEL VOUCHER	<input type="checkbox"/> DISPATCH
<input type="checkbox"/> CABLE	<input type="checkbox"/> DUTY STATUS OR TIME AND ATTENDANCE REPORT
<input type="checkbox"/> OTHER (Specify)	

DOCUMENT IDENTIFICATION NO. OS - 278 - 60	DOCUMENT DATE/PERIOD 5-17 Oct. 1959
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REMARKS
03134 FEB 21 60

PREPARED BY	REPORT ANNOTATED ON SOURCE DOCUMENT	ABOVE DATA VERIFIED CORRECT BASED UPON SOURCE DOCUMENT CITED
FISCAL DIVISION	DATE 2/23/60	SIGNATURE
FINANCE DIVISION		

FORM 1451a

SECRET

(4.10)

CONFIDENTIAL

TNR

INSTRUCTIONS: COMPLETE IN FULL. THE DATA RECORDED ON THIS FORM IS ESSENTIAL IN DETERMINING TRAVEL EXPENSES IN CONNECTION WITH LEAVE OF ABSENCE, OVERSEAS DUTY, RETURN TO DUTY, SEPARATION, AND DEPENDENCY INFORMATION REQUIRED IN THE EVENT OF AN EMPLOYEE EMERGENCY. THE SOLE USE OF THIS FORM WILL BE FOR THE EMPLOYEE'S OFFICIAL PERSONNEL FILE.

1. NAME OF EMPLOYEE: (Last) M. Conrad (First) Johnes (Middle) W. Jr.

2. RESIDENCE DATA

PLACE OF RESIDENCE WHEN APPOINTED: 5701 Floyd Ave

LAST PLACE OF RESIDENCE IN CONTINENTAL U.S. (If appointed abroad): 5701 Floyd Ave, Springfield Va

PLACE IN CONTINENTAL U.S. DESIGNATED AS PERMANENT RESIDENCE: 5701 Floyd Ave, Springfield Va

3. MARITAL STATUS

CHECK ONE: SINGLE MARRIED SEPARATED DIVORCED WIDOWED ANNULLED

IF MARRIED, INDICATE PLACE OF MARRIAGE: LAMESA TEXAS

DATE OF MARRIAGE: 7/11/58 30 1958

IF DIVORCED, PLACE OF DIVORCE DECREE: _____

DATE OF DECREE: _____

IF WIDOWED, INDICATE PLACE SPOUSE DIED: _____

DATE SPOUSE DIED: _____

IF PREVIOUSLY MARRIED, INDICATE NUMBER OF SPOUSE, REASON(S) FOR TERMINATION, AND DATE(S): _____

4. MEMBERS OF FAMILY

NAME OF SPOUSE	ADDRESS (No., Street, City, Zone, State)	TELEPHONE NUMBER	
<u>Sarah Ruth McLeod</u>	<u>5701 Floyd Ave</u>	<u>FL 4-7684</u>	
NAME OF CHILDREN	ADDRESS	SEX	AGE
<u>Michael Steven McLeod</u>	<u>Same</u>	<u>M</u>	<u>7</u>
<u>Ed Anne McLeod</u>		<u>F</u>	<u>5</u>
<u>Henry Ed McLeod</u>		<u>F</u>	<u>3</u>
NAME OF FATHER (Or sole guardian)	ADDRESS	TELEPHONE NUMBER	
<u>James W. McLeod Sr</u>	<u>Burwell Okla</u>	<u>-</u>	
NAME OF MOTHER (Or female guardian)	ADDRESS	TELEPHONE NUMBER	
<u>Marjorie McLeod</u>	<u>Burwell Okla</u>	<u>-</u>	

WHAT MEMBERS OF YOUR FAMILY HAS BEEN TOLD OF YOUR AFFILIATION WITH THE AGENCY FOR EMERGENCY PURPOSES?
wife only

5. PERSON TO BE NOTIFIED IN CASE OF EMERGENCY

NAME (Mr., Mrs., Miss) (Last-First-Initial)	RELATIONSHIP
<u>Yvonne Elaine W. McLeod Jr</u>	<u>wife</u>

HOME ADDRESS (No., Street, City, Zone, State): 5701 Floyd Ave Springfield Va

HOME TELEPHONE NUMBER: FL 4-7684

BUSINESS ADDRESS (No., Street, City, Zone, State) AND NAME OF EMPLOYER, IF APPLICABLE: _____

BUSINESS TELEPHONE & EXTENSION: _____

6. IS THE INDIVIDUAL NAMED ABOVE HAVING OF YOUR AGENCY AFFILIATION?
 YES NO

7. IS THIS INDIVIDUAL AUTHORIZED TO MAKE DECISIONS ON YOUR BEHALF?
 YES NO

8. DOES THIS INDIVIDUAL KNOW THAT HE HAS BEEN DESIGNATED AS YOUR EMERGENCY ADDRESSEE?
 YES NO

9. THE REASONS NAMED IN ITEM 8 ABOVE MAY ALSO BE NOTIFIED IN CASE OF EMERGENCY. IF SUCH NOTIFICATION IS NOT DESIRABLE BECAUSE OF HEALTH OR OTHER REASONS, PLEASE SO STATE IN ITEM 9 ON THE REVERSE SIDE OF THIS FORM.

10. VOLUNTARY LISTINGS

11. THE DATE ANY BANKING INSTITUTIONS WITH WHICH YOU HAVE ACCOUNTS: The Springfield Bank, Springfield Va

12. CURRENT RESIDENCE AND DEPENDENCY REPORT

CONFIDENTIAL
(When Filled In)

5. (CONTINUED)

IN WHOSE NAME(S) ARE THE ACCOUNTS LISTED?

James W. and Sarah M. Clark

HAVE YOU COMPLETED A LAST WILL AND TESTAMENT? YES NO. IF "YES", WHERE IS DOCUMENT LOCATED?

HAVE YOU EXECUTED A POWER OF ATTORNEY? YES NO. IF "YES", WHO POSSESSES THE POWER OF ATTORNEY?

My Wife

6. ADDITIONAL DATA FOR CONTINUATION OF PRECEDING ITEMS

TITLED BY

W. H. Langley, Inc.

DATE

10/15/58

SIGNATURE

James W. Clark

SECRET

REPORT OF HONOR AND MERIT AWARDS BOARD
(CONVENED PURSUANT TO REGULATIONS R 20-615 AND R 20-635)

DATE
2 March 1959

The Honor and Merit Awards Board having considered a recommendation that:

NAME: (LAST) (FIRST) (MIDDLE)	POSITION TITLE
McCORD James Walter	Actg. Dep. Chief/SSS/OS
PRESENT GRADE	OFFICE ASSIGNED TO
GS-14	Security
BE AWARDED:	STATION
	Headquarters

Certificate of Merit with Distinction

FOR HEROIC ACTION, OR

FOR MERITORIOUS ACHIEVEMENT OR SERVICE DURING THE PERIOD
1 July - 15 August 1958

APPROVES THE RECOMMENDATION DISAPPROVES THE RECOMMENDATION

APPROVES, BUT IN LIEU THEREOF, RECOMMENDS THE AWARD OF:

CITATION

REASONS FOR DISAPPROVAL OF RECOMMENDED AWARD

The Honor and Merit Awards Board concludes from the information available to it that the service performed, while of unquestionable value, is not sufficiently outstanding to merit an honor award.

APPROVED

DIRECTOR OF CENTRAL INTELLIGENCE

SIGNATURE

TYPED NAME OF CHAIRMAN, HONOR AND MERIT AWARDS BOARD

Gordon M. Stewart

SIGNATURE

TYPED NAME OF RECORDER

SECRET

RECOMMENDATION FOR HONOR AWARD

(REGULATIONS R-20-635 & AFR 20-635)

DATE

TO: Honor Awards Board

THROUGH:

FROM:

18 December 1958

SECTION I

PERSONAL DATA

Office of Security

NAME OF PERSON RECOMMENDED (Last) (First) (Middle) POSITION TITLE GRADE

OFFICE ASSIGNED TO McCord, James Walter Actg. Sup. Chief/SAS/OS GS-11

LEGAL RESIDENCE (number, street, city, zone, state) 5701 Floyd Avenue, Springfield, Virginia

CITIZENSHIP AND HOW ACQUIRED Birth

RECOMMENDED AWARD

Certificate of Merit with Distinction

POSTHUMOUS

Yes No

NAME OF NEXT OF KIN

RELATIONSHIP

ADDRESS (number, street, city, zone, state)

Ruth McCord

Wife

5701 Floyd Avenue, Springfield, Va.

IF PREVIOUS RECOMMENDATIONS WERE SUBMITTED FOR THIS ACT OR SERVICE, INDICATE TYPE OF AWARD RECOMMENDED, BY WHOM, DATE, ORIGINATING OFFICE, AND ACTION TAKEN.

None

SECTION II

RECOMMENDATION FOR AWARD FOR HEROIC ACTION

WERE YOU AN EYEWITNESS TO THE ACT?

Yes No

IF ORIGINATOR IS NOT AN EYEWITNESS, ATTACH AFFIDAVITS OR CERTIFICATES OF EYEWITNESSES OR INDIVIDUAL HAVING PERSONAL KNOWLEDGE OF THE FACTS.

PERSONNEL IN IMMEDIATE VICINITY OR WHO ASSISTED IN ACT OR SHARED IN SAME HAZARD:

Table with columns: FULL NAME, POSITION TITLE, GRADE, OFFICE ASSIGNED TO

LIST ANY OF THE ABOVE PERSONS GIVEN AN AWARD OR RECOMMENDED FOR AWARD FOR PARTICIPATING IN ACT:

Table with columns: FULL NAME, TYPE OF AWARD

CONDITIONS UNDER WHICH ACT WAS PERFORMED:

Table with columns: LOCATION, INCLUSIVE DATES, TIME OF DAY

PREVAILING GEOGRAPHIC CONDITIONS AND OBSTACLES ENCOUNTERED

SECTION III

RECOMMENDATION FOR AWARD FOR ACHIEVEMENT OR SERVICE

FRANCE, COMBAT, ON 17 JULY 1945 AT 10:00 AM ON 17 JULY 1945 AT 10:00 AM

Germany and Washington, D.C.

ASSIGNED COMPLETED

WAS IN SAME OR RELATED ASSIGNMENT?

1 July 15 August 1945 Yes No

SECTION IV

TO BE USED FOR ALL RECOMMENDATIONS

NARRATIVE DESCRIPTION OF DEED (OR ACT) ACHIEVEMENT OR SERVICE RENDERED

AWARD FOR HEROIC ACTION: WAS ACT VOLUNTARY? DESCRIBE WHY ACT WAS OUTSTANDING AND IF IT WAS MORE THAN NORMALLY EXPECTED. EXPLAIN HOW, IF IN AERIAL FLIGHT, DESCRIBE TYPE AND POSITION OF AIRPLANE, CREW POSITION OF INDIVIDUAL, AND ALL UNUSUAL CIRCUMSTANCES. INDICATE RESULTS OF ACT.

AWARD FOR ACHIEVEMENT OR SERVICE: TITLE AND DUTIES OF ASSIGNMENT, INCLUDING CHARACTER OF SERVICE DURING PERIOD FOR WHICH RECOMMENDED. GIVE COMPLETE DESCRIPTION OF TECHNICAL OR SPECIALIZED POSITIONS, INCLUDING DATES OF ASSIGNMENT AND RELIEF. WHAT DID THE INDIVIDUAL DO THAT MERITED THE AWARD? WHY WAS THIS OUTSTANDING—WHEN COMPARED TO OTHERS OF "LITAE GRADE" AND EXPERIENCE IN SIMILAR POSITIONS? INDICATE RESULTS OF ACHIEVEMENT OR SERVICE.

Reference is made to the attached memorandum dated 1 November 1958, which is the summary excerpted from the report of the operation submitted on that date.

Upon receipt of information, [redacted]

[redacted] Mr. McCord [redacted]

At Wiesbaden, acting upon police guidance [redacted] Mr. McCord [redacted] prepared news releases and made plans for the handling of the press; [redacted] and arranged medical examinations, all with the view toward avoiding publicity or incidents [redacted]

When the [redacted] Mr. McCord [redacted]

prepared cables and dispatches [redacted] as well as the over-all report [redacted] He pre-

He also assisted in the plans [redacted] all of which entailed around-the-clock work.

Upon return to Washington, Mr. McCord [redacted] covering all aspects of [redacted] activities, as well as [redacted] matters. Final reports were prepared and Mr. McCord participated in briefings of [redacted] various [redacted] officials.

The ingenuity, foresight, planning and guidance exercised by Mr. McCord from the time the team first left [redacted] resulted in rapid and thorough inter-view [redacted] assessment [redacted] and determination of appropriate action needed [redacted] His performance in that instance was of the highest degree and did much credit [redacted] in the highly professional manner in which it was performed.

RELATED POSITION OF PERSON INITIATING RECOMMENDATION TO PERSON BEING RECOMMENDED

Head of Office

NAME, POSITION TITLE, AND GRADE OF PERSON MAKING RECOMMENDATION

Sheffield Edwards
Director of Security GS-18

LIST OF ENCLOSED DOCUMENTS ACCORDING TO DATE

Summary memorandum excerpt from report dated 1 November 1958

SIGNATURE

19 December 1958

S E C R E T

1 November 1958

SUBJECT: American C-118 Aircraft Downed in Soviet
Azerbaijan 27 June 1958 by Soviet MIG-17's

On 27 June 1958, a C-118 cargo plane, assigned to the U. S. Air Force in Wiesbaden, was fired on and forced down near Gendarkh, Soviet Azerbaijan. The plane was carrying nine U. S. airmen [redacted]

[redacted] assigned to Wiesbaden, Germany. The nine men were en route from Wiesbaden to Teheran and Pakistan on a flight carrying cargo for CIA. [redacted]

The plane, while en route to Teheran from Nicosia and as a result of bad weather and navigation error, went off its plotted course and crossed into Soviet Armenia. There it was intercepted and fired on by three MIG-17's and caught fire in the left wing. Five of the crew bailed out and the other four rode the aircraft down to a safe landing on a small airstrip at Gendarkh in Soviet Azerbaijan. The crew members who had remained on the plane to its landing got out safely and the plane was burning fiercely when the crew last saw it. The part of the crew that parachuted was surrounded by Soviet peasants, some of whom beat and struck at the crew members. One of the men, [redacted] was taken by the mob to a telephone pole and narrowly escaped hanging before being rescued by the Soviet military.

[redacted] and the remainder of the crew were turned over to the Soviet military, and after an overnight stay in a Soviet military garrison near Stepanakert were taken to a city believed to be Yevlakh, and then flown to Baku, Russia. There they underwent interrogation by Soviet intelligence officers, at least one of whom had served in the United States, as a Soviet Purchasing Commission employee 1943-45, and later in Canada in 1949-55 as First Secretary of the Soviet Embassy. This RIS officer, Vladimir Bourdine, later served in 1955 as a personal interpreter for Khrushchev in a meeting with Prime Minister Nehru of India. Bourdine interrogated [redacted] at considerable length during the period 30 June - 3 July 1958, while the crew was imprisoned in the MVD Headquarters building in Baku. Following their individual interrogations, the crew members were required to appear separately before a Commission of Soviet officials at the Baku MVD Headquarters who questioned them about the border violation by the C-118 aircraft, and requested them to sign statements attesting that they had been well-treated and received adequate medical care by the

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Soviets. The inquiry by the Commission was perfunctory and did not involve an interrogation in the intelligence sense. The crew was then transported to Astara on the Soviet-Iranian border on 7 July 1958 and turned over to the American Air Attache.

On 2 July 1958 this Agency received information indicating that the Soviets might be considering releasing the nine fliers. Since no date or place of release was indicated, cables were sent to the various peripheral [] stations around the Soviet border indicating the possibility of impending release. The Air Force agreed to alert its Air Attaches in the same areas of the possibility of impending release. At the same time a team of Agency personnel, including a medical officer, an Air Maritime officer, and two representatives of the Security Office were dispatched to Wiesbaden from Headquarters in anticipation of the release of the fliers. Three hours after the team arrived in Germany, the place of release was learned from the Soviets to be Astara on the Soviet-Iranian border, and a USAFE plane was dispatched that night from Wiesbaden with the Air Maritime team member aboard destined for Teheran to await the turnover of the American fliers at Astara. The fliers were turned over on 7 July 1958, were immediately flown to Wiesbaden, Germany where an initial joint CIA-AF debriefing of them was begun, and where initial press interviews were held, following careful briefing of the crew as to the text and limitations to be observed. Two days later, two members of the crew, one of whom was [] were permitted to give an interview to the Paris representative of Time-Life. Members of the CIA team were present during these press interviews, under appropriate cover arrangements, to furnish guidance to [] personnel.

Following the initial debriefing, the entire crew was flown to Washington, D. C. on 18 July 1958, for a more extended debriefing. These debriefings were completed on 6 August 1958 and covered the various aspects of possible compromise of the security of CIA personnel, operational and cover units activities, as well as various positive intelligence and counter-intelligence matters.

[] men aboard the plane were extremely knowledgeable of highly sensitive Agency operational activities and of the identities of numerous CIA personnel. [] was knowledgeable of CIA operational activities on a world-wide basis, with many of these projects being extremely sensitive. [] each carried briefcase containing classified material, and Brannon carried an address book containing several names, addresses and telephone numbers of CIA personnel and cover units. The two briefcases are believed to have been destroyed by the fire in the aircraft after landing. The address book of [] was taken from him by the Soviet

SECRET

peasants on landing and was later turned back to him by the Soviet Commission members at Baku. Neither he nor other members of the crew were questioned about either of the briefcases, their contents, nor about the address book and its contents. We assume that the Soviets have or will process the names in the address book through their Moscow files. Some of the other crew members carried personal notations in their wallets relating to a few other CIA personnel.

We have received no indications that [redacted] or the other crewmen were drugged or otherwise tampered with by the Soviets. [redacted] and some of the others did receive shots the first night and second day from the Soviet military for their wounds and burns; however, these shots are believed to have been for legitimate medical reasons.

The substance of the questioning, treatment and techniques of interrogation has been exhaustively explored with all the crew members in the course of the debriefings. In summation, the interrogations of the crew members were superficial and do not appear to have been backed up by close coordination and communication with Moscow for intelligence research purposes. It is possible that the quick acknowledgment by the Soviet Foreign Office of the landing of the C-118 in Soviet territory precluded the KTD from fully exploiting the crew members. [redacted] were separated from the group and given preferred treatment, apparently with the intention of developing them for information purposes. We are convinced that both men handled themselves extremely well and did not disclose any information concerning the Agency or its activities.

To date we have no indication that the Soviets knew at the time they interrogated the crew men, that the flight of the C-118 was connected with CIA in any way, nor that they knew [redacted] were CIA personnel. We do believe that in time the Soviets, through [redacted] address book, which lists the open Agency telephone number EX 3-6115 below his name on the first page, will connect him and possibly others in the address book with CIA. Since the Soviets questioned him about the 7170th Support Group and the 7405th Support Squadron in Wiesbaden, it is therefore presumed that they will associate those units with this Agency.

In addition to this report, debriefings of the crewmen were taped and typed, which will total some 7,000 - 9,000 pages when completed, are being distributed to the CI Staff and

S E C R E T

other interested components of this Agency as they are completed. Questions were solicited by this Office of all interested components, in order to cover all matters in the debriefings of interest to the Agency. Careful arrangements have been made with the Air Force in order that Agency interests will be adequately protected and proper security will be maintained in the handling of information and reports derived from the debriefings, and so that no compromise of the Agency interest in the flight of the C-118 will be made to the press.

CONCLUSIONS:

- A. It is our opinion that the possible compromises arising out of this incident are relatively minor in nature and that no major compromises occurred.
- B. That the Soviets "missed" on the true nature of the flight and personnel of the C-118.
- C. That the reasons the crew members were given an early release were as follows:
 1. Primarily, the Soviet interrogators failed to use all of the leads at their command, particularly [redacted] address book, and failed to break the crewmen through interrogation.
 2. The crew did not inadvertently disclose through interrogations, the purpose of their flight, its relation to the Agency and that of [redacted] of its crew to CIA.
 3. The Soviets apparently failed to check out the names and other data in [redacted] address book through their files prior to release of the crew.
 4. No incriminating information or material was immediately recovered from the burned aircraft.
 5. Several of the crew destroyed incriminating building passes and notations in their wallets while on their way down in their parachutes, or immediately after landing in their chutes.
 6. There were either no leaks or insufficient leaks of incriminating information through any room conversations at Baku among the crew, which may have been monitored by the Soviets, or such conversations as there may have been were not properly interpreted, or interpreted soon enough to tip the Soviets that there was something unusual about the flight or the crew.

SECRET

7. The crew members were all in uniform and not in mixed civilian and Air Force clothing, which properly established their cover.
 8. Sufficient pressures were exercised by Agency, State, Air Force, and Executive action upon the Soviets to effect the release of the crew as soon as possible.
 9. A factor that probably had an important bearing was the early acknowledgment by the Soviet Foreign Office of the downing of the aircraft and the attempts by the Soviets in the early stages to make this appear as a deliberate violation of the Soviet air frontier. This tended to take the "play" away from the MVD and military intelligence. In addition, this Government was stepping up the pressure for the release of the nine Army personnel who landed in East Germany in a helicopter, and the Soviets probably had no desire to create a duplicate of this incident.
 10. Safeguards taken by the Agency and the Air Force were such that there was no leak to the press, during the crew's internment, of the fact that there was an intelligence connection of the flight and crew of the C-118.
- D. That it is not believed, based on the evidence at hand, that the crew was drugged or otherwise tampered with medically.
- E. That there are valuable points of guidance from a cover, operations, policy and code of conduct standpoint which can be gathered from experiences of these crewmen in the hands of the Soviets and can aid the Agency and its personnel in any future situation of a similar nature in which the Soviet military and RIS interrogators are encountered.

ACTION TAKEN TO SAFEGUARD AGENCY INTEREST IN THIS MATTER:

- A. All possible steps were taken during the period immediately preceding and immediately after the release of the crew to effect the minimum of publicity and to safeguard and limit such publicity as was given out, in order to avoid disclosing the CIA connection of the flight and some of its crew.
- B. Throughout the entire debriefing process in Germany and in the U. S., the maximum care has been taken to safeguard the information taken by transcript and classify it so that there would be access to the information therein on a need-to-know basis and by only properly cleared persons.

SECRET

- C. Steps were taken immediately by the German Station after the downing of the C-118 to change the combinations of the safes and locks in the buildings to which the crew had access.
- D. The three men from this Agency who were aboard the flight, [redacted] and the aircraft commander, [redacted], are being removed from the German area, being returned to the U. S. The three CIA crewmen [redacted]
- E. Steps are continuing to be taken to properly safeguard Agency interests and personnel in regard to names of Agency personnel who appeared in [redacted] address book or in other notations appearing in any papers carried by other members of the crew.

RECOMMENDATIONS:

- A. Continue to take all possible steps to prevent any disclosure to any unauthorized persons, particularly the press, about the CIA personnel aboard the C-118, or the true nature of the flight.
- B. Continue to take all possible steps to change the cover designation of the units appearing in [redacted] address book to prevent any further compromise of these units.
- C. Permit no further publicity about the flight itself, in order to minimize the possibility of the press learning of the CIA interest in the flight of the C-118.
- D. Carefully follow all matters relating to the International Court of Justice interest in this flight, in order to prevent any compromise of Agency interests.

SECRET
(When Filled In)

15-8-124	LANGUAGE DATA RECORD
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PART I-GENERAL

1. NAME (Last-First-Middle) (17-24)		2. DATE OF BIRTH (25-30)		
McCord James W Jr		MONTH	DAY	YEAR
		JAN	26	24
3. LANGUAGE (31-33)	4. TODAY'S DATE (34-39)		5.	
Russian 654	MONTH	DAY	YEAR	<input type="checkbox"/> I HAVE NO PROFICIENCY IN ANY FOREIGN LANGUAGE
	Nov	18	58	

PART II-LANGUAGE ELEMENTS

SECTION A.

Reading (40)

1. I CAN READ TEXTS OF ANY DIFFICULTY, OF A GENERAL NATURE OR IN FIELDS I AM FAMILIAR WITH, USING THE DICTIONARY ONLY RARELY.
2. I CAN READ TEXTS OF MOST GRADES OF DIFFICULTY, OF A GENERAL NATURE OR IN FIELDS I AM FAMILIAR WITH, USING THE DICTIONARY OCCASIONALLY.
3. I CAN READ TEXTS OF AVERAGE DIFFICULTY (newspapers, reference materials, etc.), USING THE DICTIONARY FREQUENTLY.
4. I CAN READ SIMPLE TEXTS, SUCH AS STREET SIGNS, NEWSPAPER HEADLINES, ETC., USING THE DICTIONARY FREQUENTLY.
5. I HAVE NO READING ABILITY IN THE LANGUAGE.

SECTION B.

Writing (41)

1. I CAN WRITE PERSONAL LETTERS AND SIMILAR MATERIAL WITH COMPLETE SUCCESS WITHOUT USING THE DICTIONARY. I CAN WRITE FACTUAL NARRATIVE AND EXPOSITORY MATERIAL WITH REASONABLE CLARITY, WITH VERY FEW GRAMMATICAL ERRORS, IN NATIVE STYLE, USING THE DICTIONARY ONLY RARELY.
2. I CAN WRITE PERSONAL LETTERS AND SIMILAR SIMPLE MATERIAL WITH COMPLETE SUCCESS, USING THE DICTIONARY ONLY RARELY. I CAN WRITE FACTUAL NARRATIVE AND EXPOSITORY MATERIAL WITH REASONABLE CLARITY, WITH FEW GRAMMATICAL ERRORS, BUT IN A STYLE WHICH MAY NOT BE NATIVE, USING THE DICTIONARY OCCASIONALLY.
3. I CAN WRITE PERSONAL LETTERS AND SIMILAR SIMPLE MATERIAL, WITH REASONABLE SUCCESS IN CONVEYING MY MEANING, BUT WITH OCCASIONAL MINOR GRAMMATICAL ERRORS AND IN OBVIOUSLY FOREIGN, ARRABD STYLE, USING THE DICTIONARY OCCASIONALLY.
4. I CAN WRITE PERSONAL LETTERS AND SIMILAR SIMPLE MATERIAL, WITH REASONABLE SUCCESS IN CONVEYING MY MEANING, BUT WITH MANY GRAMMATICAL ERRORS AND IN A VERY FOREIGN, ARRABD STYLE, USING THE DICTIONARY FREQUENTLY.
5. I CANNOT WRITE IN THE LANGUAGE.

SECTION C.

Pronunciation (42)

1. MY PRONUNCIATION IS NATIVE.
2. WHILE NATIVES CAN DETECT AN ACCENT IN MY PRONUNCIATION THEY HAVE NO DIFFICULTY UNDERSTANDING ME.
3. MY PRONUNCIATION IS OBVIOUSLY FOREIGN, BUT ONLY RARELY CAUSES DIFFICULTY FOR NATIVES TO UNDERSTAND.
4. MY PRONUNCIATION IS OCCASIONALLY DIFFICULT FOR NATIVES TO UNDERSTAND.
5. I HAVE NO SKILL IN PRONUNCIATION.

CONTINUE ON REVERSE SIDE

FORM NO. 444C
1 FEB 57

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14-651

CONTINUATION OF PART II—LANGUAGE ELEMENTS

SECTION D.

Speaking (43)

1. I SPEAK FLUENTLY AND ACCURATELY IN ALL PRACTICAL AND SOCIAL SITUATIONS; I CONVERSE FREELY AND IDIOMATICALLY IN ALL FIELDS WITH WHICH I AM FAMILIAR.
2. I SPEAK FLUENTLY AND ACCURATELY IN NEARLY ALL PRACTICAL AND SOCIAL SITUATIONS; I CAN CONVERSE IN MOST FIELDS WITH WHICH I AM FAMILIAR AND I SUPPLY SOME POPULAR SAYINGS, LITERARY QUOTATIONS, AND COMMON PROVERBS.
3. I GET ALONG QUITE WELL IN SITUATIONS OF DAILY LIFE AND TRAVEL AND CAN CONDUCT ROUTINE BUSINESS IN PARTICULAR FIELDS.
4. I MANAGE TO GET ALONG IN THE MOST COMMON SITUATIONS OF DAILY LIFE AND TRAVEL.
5. I HAVE NO ABILITY TO USE THE LANGUAGE IN ANY OF THE ABOVE RESPECTS.

SECTION E.

Understanding (44)

1. I UNDERSTAND NON-TECHNICAL CONVERSATION ON ALL SUBJECTS, BOTH FACE-TO-FACE AND ON THE TELEPHONE; I UNDERSTAND NEARLY EVERYTHING I HEAR ON THE RADIO AND AT THE MOVIES, PLAYS, AND LECTURES.
2. I UNDERSTAND NON-TECHNICAL CONVERSATION ON NEARLY ALL SUBJECTS, BOTH FACE-TO-FACE AND ON THE TELEPHONE; I UNDERSTAND MOST OF WHAT I HEAR ON THE RADIO AND AT THE MOVIES, PLAYS, AND LECTURES, INCLUDING MOST JOES AND PUNS.
3. I UNDERSTAND NEARLY ALL CONVERSATION ON TOPICS OF DAILY LIFE AND TRAVEL, BOTH FACE-TO-FACE AND ON THE TELEPHONE; I UNDERSTAND MUCH OF WHAT I HEAR ON THE RADIO, AND AT THE MOVIES, PLAYS, AND LECTURES.
4. I UNDERSTAND THE SIMPLEST CONVERSATION, BOTH FACE-TO-FACE AND ON THE TELEPHONE; I UNDERSTAND SOME OF WHAT I HEAR ON THE RADIO AND AT THE MOVIES, PLAYS, AND LECTURES.
5. I AM NOT ABLE TO UNDERSTAND THE SPEAKERS LANGUAGE.

BEFORE CONTINUING - CHECK PART II TO ENSURE THAT YOU HAVE CIRCLED ONE NUMBER PER SECTION.

PART III—EXPERIENCE AS TRANSLATOR OR INTERPRETER (45)

1. I HAVE HAD EXPERIENCE AS A TRANSLATOR.
2. I HAVE HAD EXPERIENCE AS AN INTERPRETER.
3. BOTH OF THE ABOVE STATEMENTS APPLY.
4. NONE OF THE ABOVE STATEMENTS APPLY.

PART IV—CERTIFICATION

I CERTIFY THAT THE INFORMATION GIVEN ABOVE IS TRUE AND ACCURATE TO THE BEST OF MY KNOWLEDGE AND BELIEF. THIS CERTIFICATION CONSTITUTES MY APPLICATION FOR A MAINTENANCE AWARD PROVIDED I AM ELIGIBLE UNDER THE TERMS OF REGULATION NO. 25-115, PAR. 1(C)(4). I UNDERSTAND THAT I MUST PASS AN OBJECTIVE LANGUAGE PROFICIENCY TEST BEFORE I BECOME ELIGIBLE FOR AN AWARD, AND THAT IRRESPECTIVE OF THE DATE OF TESTING, ANNUAL MAINTENANCE AWARDS WILL BE CUMULATIVE AS OF THE ANNIVERSARY DATE OF COMPLETING THIS FORM.

DATE SIGNED

17 Nov 58

SIGNATURE

James W. McGold Jr.

CLASS

2

107

E

HEADQUARTERS


(FIELD EXTENSION)
Washington 25, D.C.

C E R T I F I C A T E

I concur in the Reserve assignment of James W. McCord, Jr.
Captain AO 2 099 263 with this organization. In the
(Grade) (SN) event of partial or full mobilization, he will be made available for active military service.

I certify that no delay in his entry on active duty will be requested by this employing agency if he is ordered to active military service during a period of mobilization.

Date: 12 Jan 1956


Captain, Infantry
Mobilization Training Officer

SECRET



CENTRAL INTELLIGENCE AGENCY

WASHINGTON 25, D. C.

OFFICE OF THE DIRECTOR

9 DEC 1955

MEMORANDUM FOR: James W. McCord, Jr.

SUBJECT: Notification of Membership in the Career Staff

1. On behalf of the Director of Central Intelligence, it gives me pleasure to inform you that your application for membership in the Career Staff has been accepted by the CIA Selection Board. The effective date of your membership is 22 August 1954.
2. Please indicate that you have received this notification by signing in the space provided below and return it to the Head of your Career Service. He will forward it to the Executive Director of the CIA Selection Board.
3. Because your membership in the Career Staff is classified information, it is necessary that this notification be conveyed to you in this manner. The application for membership which you signed has been endorsed on behalf of the Director of Central Intelligence by the Executive Director of the CIA Selection Board and placed in your permanent Official Personnel Folder.

FOR THE DIRECTOR OF CENTRAL INTELLIGENCE

A handwritten signature in cursive script that reads "Harrison G. Reynolds".

Harrison G. Reynolds
Chairman, CIA Selection Board

Noted:

A handwritten signature in cursive script that reads "James W. McCord, Jr.".

Date: 10 January 1956

SECRET

CAREER SERVICE QUESTIONNAIRE

SECTION I

(To be completed by employee)

NAME - (Last) **McCORD,** (First) **James W.** (Middle) AGE **30** GRADE **GS-13** NO. OF MOS. IN GRADE **2** CAREER DESIGNATION **Security**

STAFF OR DIVISION **Office of Director of Security** BRANCH POSITION TITLE **Special Assistant to Director of Security**

NO. OF MOS. IN PRESENT POSITION **10** NO. OF MOS. IN OSS **-** NO. OF MOS. IN CIG **-** NO. OF MOS. IN CIA **36**

DATA ON ALL PERMANENT DUTY OVERSEAS OR IN U.S. FIELD (Include any TDY during last two years)

APPROXIMATE DATES OF SERVICE		LOCATION		TDY	PCS	COMMENTS
FROM	TO	COUNTRY	STATION			
August 1951	June 1953	U.S.	San Francisco Field Office		X	

INDICATE WILLINGNESS TO SERVE TOUR OF DUTY OVERSEAS PCS

A YES B ONLY UNDER CERTAIN CONDITIONS C NO

INDICATE ASSIGNMENT PREFERENCE IF PRECEDING ANSWER IS "A" OR "B"

PREFERENCE	COUNTRY	STATION	TYPE OF POSITION
1ST	Japan	Tokyo	Security
2ND	Germany	Frankfurt	Security
3RD			Security

IF ANSWER ABOVE IS "B," STATE CONDITIONS. IF ANSWER ABOVE IS "C," EXPLAIN YOUR REASONS

INDICATE GEOGRAPHIC AREAS OVERSEAS IN WHICH YOU WILL NOT SERVE AND EXPLAIN REASONS

None

INDICATE RELATIONSHIP AND AGE OF EACH DEPENDENT TO BE MOVED OVERSEAS

Wife - 26 Daughter - 9 yrs.
Son - 2

INDICATE KNOWN MEDICAL RESTRICTIONS WHICH THE AGENCY HAS IMPOSED ON YOUR SERVICE

None

SECRET

INDICATE ANY UNUSUAL CIRCUMSTANCES CONCERNING DEPENDENTS (old age, chronic illness, need for special educational facilities, etc.) OR ANY UNUSUAL PERSONAL SITUATION WHICH WOULD AFFECT YOUR OVERSEAS ASSIGNMENT

None

DESCRIBE TYPES OF HEADQUARTERS AND U.S. FIELD POSITIONS FOR WHICH YOU WOULD LIKE TO BE CONSIDERED AND THE ORGANIZATIONAL COMPONENT IN WHICH YOU WOULD LIKE TO SERVE

Security assignments in same or similar position as my present assignment.

REMARKS

DATE 30 August 1954

SIGNATURE OF EMPLOYEE
[Handwritten Signature]

SECTION II (To be completed by employee's supervisor)

INDICATE APPROXIMATE TIME (MONTHS) WHEN EMPLOYEE CAN BE MADE AVAILABLE FOR OVERSEAS SERVICE

9 mos

INDICATE APPROXIMATE TIME (MONTHS) WHEN EMPLOYEE CAN BE MADE AVAILABLE FOR OTHER HEADQUARTERS OR U.S. FIELD ASSIGNMENT

3 mos

COMMENTS ON AVAILABILITY AND EMPLOYEE'S PREFERENCE FOR NEXT ASSIGNMENT

Do not contemplate considering for rotation for one year.

DATE 10 Sept 54

SIGNATURE OF SUPERVISOR
[Handwritten Signature]

PERMITS OFFICER WILL FORWARD ORIGINAL TO OFFICE OF PERSONNEL AND BEST COPY TO APPROPRIATE CAREER SERVICE BRANCH

SECRET

FORM BE CONTINUED UNDER REWARDS

JAMES W. McCOORD, JR.

27 August 1951

14 September 1951

FOR THE



3 October

1

CERTIFICATION:

This is to certify that I personally witnessed James Walter McCord, Jr., subscribe his signature to these papers on this date.

24 August 1951



PLEASE READ INSTRUCTION SHEET BEFORE PREPARING THIS FORM

145
12/21/51

STATEMENT OF FEDERAL CIVILIAN AND MILITARY SERVICE		OFFICE 145	DIVISION							
		BRANCH	SECTION							
I FEDERAL CIVILIAN SERVICE (BEGIN WITH THIS AGENCY AND FOLLOW IN REVERSE CHRONOLOGICAL ORDER)										
AGENCY	LOCATION	FROM			TO			TOTAL SERVICE		
		DA.	MO.	YR.	DA.	MO.	YR.	DA.	MO.	YR.
Present Agency	San Francisco	22	Aug	1951	Present					
Federal Bureau of Investigation	San Francisco San Diego, Wash- ington D. C.	25	Oct	1948	10	Feb	1951	25	32	
Federal Bureau of Investigation	Washington D.C. New York City	9	Mar	1942	22	Nov	1943	14		1
		Total Civilian Service						1844		
II MILITARY SERVICE (INCLUDE ONLY PERIODS OF ACTIVE DUTY; DO NOT INCLUDE TERMINAL LEAVE)										
BRANCH OF SERVICE	FROM			TO			TOTAL SERVICE			
	DA.	MO.	YR.	DA.	MO.	YR.	DA.	MO.	YR.	
U. S. Army Air Corps	27	Nov	1943	30	Oct	1945				
		Total Military Service						1		
III CERTIFICATION										
I hereby certify that the above Civilian and Military service is complete and accurate to the best of my knowledge.										
21 December 1951		James M. [Signature]								
DATE		SIGNATURE OF EMPLOYEE								
IV REMARKS: (CONCERNING ABOVE SERVICE)		V FOR PERSONNEL OFFICE USE ONLY								
as of 12/21/51		TOTAL CREDITABLE SERVICE								
		DAYS	MONTHS	YEARS						
		27	39	6						
MAY BE CONTINUED ON NON-DETACHABLE SERVICE SHEET		666								

SECRET

PERSONNEL QUALIFICATION QUESTIONNAIRE

128104

1. Serial No. (no entry)	2. NAME: (last) (first) (middle) McCord James W., Jr.	3. Office 1-50
4. Date of Birth 20 January 1921	5. Sex: <input checked="" type="checkbox"/> male (1) <input type="checkbox"/> female (2)	6. Employment Date: 22 August 1951
7. Citizenship: <input checked="" type="checkbox"/> U.S. <input type="checkbox"/> Other	8. Acquired By: (1) <input checked="" type="checkbox"/> Birth (2) <input type="checkbox"/> Marriage (3) <input type="checkbox"/> Naturalization (4) <input type="checkbox"/> Other (specify) Year U.S. citizenship acquired, if not by birth	

SEC. I. EDUCATION

1. Extent: (circle one)

1. Less than high school	4. Two years college, or less	8. Masters degree
2. High school graduate	5. Over two years, no degree	9. Doctors degree
3. Trade, Business or Commercial school graduate	6. Bachelor degree	
	7. Post-graduate study (minimum 8 sem. hrs.)	

2. College or University Study:

Name and location of College or University	Major	Minor	Dates att'd		Yrs Compl		Degree Recd		Sem Hrs
			From	To	Day	Night	Title	Date	
University of Austin, Texas	Accounting		1/22	12/1953	4		B.A.	1/29	120
Kilgore College, Kilgore, Texas	Accounting		2/22	7/22	1 sem		none		16
Linden Univ. Oakland, Calif	Law		1/22	7/1	1 sem		none		8

3. Trade, Commercial, and Specialized Training:

School	Attendance Dates			Study or Specialization
	From	To	Tot. mo's	
				CODED
				QUALIFIED DATE 20 JUL 1954

4. Military, Intelligence or Investigative training (full time duty as a student in specialized schools such as intelligence, communications, ordnance disposal, etc.)

School	Attendance Dates			Study or Specialization
	From	To	Tot. mo's	
U.S. Army Air School, Ft. Gordon, Ga.	6/1	7/1	1	Operation of the bombardier and navigation part of the B-24
Intelligence School, Lowry Air Force Base, Colo.	1/1	7/1	6 weeks	Air Force Intelligence Officer in France & Canada
Intelligence School, Lowry Air Force Base, Colo.	7/1	11/1	4	Special Agent (Liaison Officer) Radio Operator & Monitor

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SEC. II. WORK EXPERIENCE

1. State the nature of duties performed with this organization, starting with your present position. Approximate dates (month and year) are sufficient. Use a continuation sheet, if necessary, to adequately describe your duties.

From <u>9/1</u> To <u>10/1</u> Tot. mos. <u>1</u>	Description of Duties: _____
Grade <u>GS-11</u> Salary <u>2000</u>	_____
Office <u>I 50</u>	_____
Position	_____
Title: _____	_____
Duty	_____
Title: _____	Duty Station, if overseas: _____
From _____ To _____ Tot. mos. _____	Description of Duties: _____
Grade _____ Salary _____	_____
Office _____	_____
Position	_____
Title: _____	_____
Duty	_____
Title: _____	Duty Station, if overseas: _____
From _____ To _____ Tot. mos. _____	Description of Duties: _____
Grade _____ Salary _____	_____
Office _____	_____
Position	_____
Title: _____	_____
Duty	_____
Title: _____	Duty Station, if overseas: _____
From _____ To _____ Tot. mos. _____	Description of Duties: _____
Grade _____ Salary _____	_____
Office _____	_____
Position	_____
Title: _____	_____
Duty	_____
Title: _____	Duty Station, if overseas: _____

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SECRET

SEC. II. WORK EXPERIENCE (CONT'D.)

2. Previous Employment: Describe your previous work experience in sufficient detail to permit full recognition of your qualifications. Include military work experience. List last position first.

From <u>7/1</u> To <u>11/1</u> Tot. mo's <u>4</u> Classification Grade (if in Federal Service) <u>GS-11</u> Salary <u>11,000</u> Number and Class of Employees Supervised: <u>1000</u> Employer <u>AT&T</u> Kind of Business or organization (i.e., paper products mfr, public utility) <u>Telephone</u>	Exact Title of your position <u>Chief Engineer</u> Description of Duties: <u>Responsible for the design, development, testing, and production of telephone equipment and systems.</u> Duty Station if overseas: <u>None</u>
From <u>7/1</u> To <u>11/1</u> Tot. mo's <u>4</u> Classification Grade (if in Federal Service) <u>GS-11</u> Salary <u>11,000</u> Number and Class of Employees Supervised: <u>1000</u> Employer <u>AT&T</u> Kind of Business or organization (i.e., paper products mfr, public utility) <u>Telephone</u>	Exact Title of your position <u>Chief Engineer</u> Description of Duties: <u>Responsible for the design, development, testing, and production of telephone equipment and systems.</u> Duty Station if overseas: <u>None</u>
From <u>7/1</u> To <u>11/1</u> Tot. mo's <u>4</u> Classification Grade (if in Federal Service) <u>GS-11</u> Salary <u>11,000</u> Number and Class of Employees Supervised: <u>1000</u> Employer <u>AT&T</u> Kind of Business or organization (i.e., paper products mfr, public utility) <u>Telephone</u>	Exact Title of your position <u>Chief Engineer</u> Description of Duties: <u>Responsible for the design, development, testing, and production of telephone equipment and systems.</u> Duty Station if overseas: <u>None</u>
From <u>7/1</u> To <u>11/1</u> Tot. mo's <u>4</u> Classification Grade (if in Federal Service) <u>GS-11</u> Salary <u>11,000</u> Number and Class of Employees Supervised: <u>1000</u> Employer <u>AT&T</u> Kind of Business or organization (i.e., paper products mfr, public utility) <u>Telephone</u>	Exact Title of your position <u>Chief Engineer</u> Description of Duties: <u>Responsible for the design, development, testing, and production of telephone equipment and systems.</u> Duty Station if overseas: <u>None</u>
From <u>7/1</u> To <u>11/1</u> Tot. mo's <u>4</u> Classification Grade (if in Federal Service) <u>GS-11</u> Salary <u>11,000</u> Number and Class of Employees Supervised: <u>1000</u> Employer <u>AT&T</u> Kind of Business or organization (i.e., paper products mfr, public utility) <u>Telephone</u>	Exact Title of your position <u>Chief Engineer</u> Description of Duties: <u>Responsible for the design, development, testing, and production of telephone equipment and systems.</u> Duty Station if overseas: <u>None</u>
From <u>7/1</u> To <u>11/1</u> Tot. mo's <u>4</u> Classification Grade (if in Federal Service) <u>GS-11</u> Salary <u>11,000</u> Number and Class of Employees Supervised: <u>1000</u> Employer <u>AT&T</u> Kind of Business or organization (i.e., paper products mfr, public utility) <u>Telephone</u>	Exact Title of your position <u>Chief Engineer</u> Description of Duties: <u>Responsible for the design, development, testing, and production of telephone equipment and systems.</u> Duty Station if overseas: <u>None</u>

SECRET

SEC. II. WORK EXPERIENCE (CONT'D)

3. Special Work Experience: Check any of the following organizations by which you may have been employed.

- | | |
|--|---|
| 01 <input type="checkbox"/> U. S. Secret Service
02 <input type="checkbox"/> Civil Police
03 <input type="checkbox"/> Military Police
04 <input type="checkbox"/> U. S. Border Patrol
05 <input type="checkbox"/> U. S. Narcotics Squad
06 <input type="checkbox"/> FBI
07 <input type="checkbox"/> Criminal Investigation Div.
21 <input type="checkbox"/> Office of Naval Intelligence
22 <input type="checkbox"/> Office of War Information
23 <input type="checkbox"/> Army G-2
20 <input type="checkbox"/> Office of Strategic Services | 24 <input type="checkbox"/> Air Force A-2
25 <input type="checkbox"/> Foreign Economic Admin.
26 <input type="checkbox"/> Counter Intelligence Corps
27 <input type="checkbox"/> Immigration & Naturalization
28 <input type="checkbox"/> Strategic Services Unit
29 <input type="checkbox"/> Foreign Service, State Dept.
30 <input type="checkbox"/> Central Intelligence Group
31 <input type="checkbox"/> Armed Forces Security Agency
32 <input type="checkbox"/> Coordinator of Information
33 <input type="checkbox"/> Office of Facts & Figures
34 <input type="checkbox"/> Board of Economic Warfare
35 <input type="checkbox"/> Federal Communications Comm. |
|--|---|

SEC. III. FOREIGN LANGUAGES

List below the foreign languages in which you have some competence. Be sure to include uncommon modern languages. Check (X) your competence and how acquired.

LANGUAGE	COMPETENCE					HOW ACQUIRED				
	Equivalent to Native Fluency *	Fluent but obviously Foreign *	Adequate for Research **	Adequate for Travel	Limited Knowledge		Native of Country	Prolonged Residence	Contact (Parents, etc.)	Academic Study

* If you have checked 'Fluent' for a language that has significant difference in spoken and written form (e.g., Arabic), explain your competence herein _____

**Specialized Language Competence: Describe ability to do specialized language work involving vocabularies and terminology in the scientific, engineering, telecommunications, and military fields. List the language with the type of speciality. _____

SECRET

SEC. IV. AREA KNOWLEDGE

1. List below any foreign countries or regions of which you have knowledge gained as a result of residence, travel or study. Study can mean either academic study, or study of a foreign country resulting from an intelligence, military, commercial or professional work assignment.

Country or Region	Dates of Residence, Study Etc.	Manner in Which Knowledge Was Acquired (check (X) one)		
		Residence	Travel	Study
None				

2. Specialized Knowledge of Area

List specialized knowledge of foreign country such as knowledge of terrain, coasts and harbors, utilities, railroads, industries, political parties, etc., gained as a result of study or work assignment. Include name of employer or organization.

Country	Type of Knowledge	How and When Gained

SEC. V. TYPING AND STENOGRAPHIC SKILLS (PRESENT UTILIZATION)

Skill	Per Cent of Time Used	Not Used	WPM (Approximate Proficiency)	Prefer Assignment Using Skill Ottener	
				1. Yes	2. No
Typing	1.	2.	1.	1. Yes	2. No
Shorthand	1.	2.	1.	1. Yes	2. No

Shorthand System: 1. Manual 2. Machine 3. Speedwriting.

SEC. VI. LICENSES, HOBBIES, SPECIAL QUALIFICATIONS

1. Licenses: List any licenses or certification such as teachers, pilot, marine, etc. _____	2. Hobbies: List any hobbies such as sailing, skiing, writing, or other special qualifications. _____
_____	_____

SEC. VII. PROFESSIONAL AND ACADEMIC HONORS

List any professional or academic associations or honorary societies in which you hold membership. _____

SECRET

SEC. VIII. PUBLICATIONS

List below the type of writing (non-fiction: professional or scientific articles, general interest subjects, current events, etc; fiction: novels, short stories, etc.) of any published materials of which you were author or co-author.

Device	Patented
	(1) Yes (2) No
	(1) Yes (2) No
	(1) Yes (2) No

SEC. IX. INVENTIONS

Describe any devices you have invented as to type of work for which intended and whether patented.

Device	Patented
	(1) Yes (2) No
	(1) Yes (2) No
	(1) Yes (2) No

SEC. X. TESTS (Within present organization)

Describe below the type of tests which you have taken,

Type of Test	Date Taken

SEC. XI. PHYSICAL HANDICAPS

List any physical handicaps you may have.

SEC. XII. OVERSEAS ASSIGNMENT

Are you willing to accept periodic tour of duty overseas?

(1) 2 year Tour <u> </u> (2) 4 year Tour <u> </u> (3) Not interested <u> </u>
--

SEC. XIII. WORK ASSIGNMENT

In view of your total experience and education, for what assignment do you think you are best qualified?

SECRET

SECRET

SEC. XIV. MILITARY STATUS

1. Present Draft Status
Have you registered under the Selective Service Act of 1948? ___ Yes ___ No.
If yes, indicate your present draft classification V-A

2. Present Reserve or National Guard Status
Do you now have Reserve or National Guard Status ___ Yes ___ No.
If yes, complete the following.

1. ___ National Guard
2. ___ Air National Guard
3. Active Reserve Status (member of organized unit)
4. ___ Inactive Reserve Status

Service _____ Grade _____ Serial Number _____
Reserve Unit with which currently affiliated AO-209763
Service Mobilization Assignment, if any 1st Lt., USAF (OA 1)
Location of Service Records, if known _____

SEC. XV. TRAINING

List the training courses or subjects you have taken in this organization.

Course or Subject	(from) Dates (to)	Hours
<u>U.S. Army Airborne Course</u>	<u>1/1/7-9/1/7</u>	<u>120</u>

SEC. XVI. REMARKS

Use this space to indicate any other qualifications you may have which you do not describe above.

DATE 10 November 1952

SIGNATURE _____

SECRET

RESIDENCE AND DEPENDENCY REPORT

INSTRUCTIONS: Submit in triplicate when ordered overseas and wherever designated place of residence or marital or dependency status changes. **IMPORTANT** in determining travel expenses allowable in connection with leave at Government expense, return to residence upon separation, and in determining transportation expenses allowable in connection with shipment of remains of employee or member of family.

NAME OF EMPLOYEE

McCond, James Walter Jr.

RESIDENCE DATA

PLACE OF RESIDENCE WHEN APPOINTED TO SERVICE

LAST PLACE OF RESIDENCE IN CONTINENTAL U.S. (IF APPOINTED ABROAD)

820 Kessler Ave. Alhambra, Calif.

PLACE IN CONTINENTAL U.S. DESIGNATED PERMANENT OR LEGAL RESIDENCE

Avon, Texas

MARITAL STATUS

SINGLE

MARRIED

DIVORCED

WIDOWED

PLACE OF MARRIAGE

Lawson, Texas

PLACE OF DIVORCE DECREE

PLACE SPOUSE DIED

DATE OF MARRIAGE

May 30, 1948

DATE OF DIVORCE DECREE

DATE SPOUSE DIED

MEMBERS OF FAMILY (DEPENDENTS ONLY)

IDENTIFICATION OF MEMBERS OF IMMEDIATE FAMILY

RELATIONSHIP

DATE OF BIRTH

Sarah Ruth McCond

Wife

April 12, 1926

August 22, 1951

DATE

James Walter McCond

SIGNATURE

CENTRAL INTELLIGENCE AGENCY

2430 E STREET NW.

WASHINGTON 25, D. C.

Date 22 August 1951

Dear Mr. McCord:

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

Position: GS-11

Base Salary: \$5400 per annum

2. You will be:

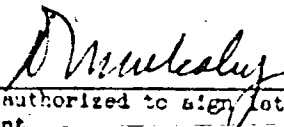
a. Entitled to annual and sick leave in accordance with Civil Service Commission rules and regulations, or such other provisions of law or regulations as may be established in lieu thereof.

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

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

3. Employment is conditioned upon satisfactory completion of the training courses prescribed by CIA and satisfactory performance of duty for a total period of six months from date of employment. In the event either training or performance of duty is deemed unsatisfactory by CIA, you will be offered other types of employment if available, or your employment will be terminated.

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


Official authorized to sign letters of appointment

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

James Walter McCord Jr.
Employee

22 August 1951
Date

Form No. 51-105
June 1948

APPOINTMENT AFFIDAVITS

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

Central Intelligence Agency

(Department or agency)

(Bureau or division)

(Office of employment)

I, James Walter McCord, Jr., do solemnly swear (or affirm) that—

A. OATH OF OFFICE

I will support and defend the Constitution of the United States against all enemies, foreign and domestic; that I will bear true faith and allegiance to the same; that I take this obligation freely without any mental reservation or purpose of evasion; that I will well and faithfully discharge the duties of the office on which I am about to enter, **SO HELP ME GOD.**

B. AFFIDAVIT AS TO SUBVERSIVE ACTIVITY AND AFFILIATION

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

C. AFFIDAVIT AS TO STRIKING AGAINST THE FEDERAL GOVERNMENT

I am not engaged in any strike against the Government of the United States and that I will not so engage while an employee of the Government of the United States; that I am not a member of an organization of Government employees that asserts the right to strike against the Government of the United States, and that I will not, while a Government employee, become a member of such an organization.

D. AFFIDAVIT AS TO PURCHASE AND SALE OF OFFICE

I have not paid, or offered or promised to pay, any money or other thing of value to any person, firm or corporation for the use of influence to procure my appointment.

E. AFFIDAVIT AS TO DECLARATION OF APPLICANT

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

22 August 1951

(Date of entrance on duty)

James Walter McCord, Jr.

(Signature of appointee)

Subscribed and sworn before me this _____ day of _____, A. D. 19____,

at _____ (City)

(State)

[SEAL]

[Signature]

(Signature of officer)

(Title)

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.

1. PRESENT ADDRESS (street and number, city and State)
820 Pacific Avenue, Alhambra, California

2. (A) DATE OF BIRTH JAN 26 1924 (B) PLACE OF BIRTH (city or town and State or country)
Waukena, Oregon

3. (A) IN CASE OF EMERGENCY PLEASE NOTIFY SANDEE Ruth MASON (B) RELATIONSHIP Wife (C) STREET AND NUMBER, CITY AND STATE 820 Pacific Ave. Alhambra, California (D) TELEPHONE NO. 644-2440

4. DOES THE UNITED STATES GOVERNMENT EMPLOY, IN A CIVILIAN CAPACITY, ANY RELATIVE OF YOURS (EITHER BY BLOOD OR MARRIAGE) WITH WHOM YOU LIVE OR HAVE LIVED WITHIN THE PAST 12 MONTHS? YES NO

If no, for each such relative fill in the blanks below. If additional space is necessary, complete under Item 10.

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

INDICATE "YES" OR "NO" ANSWER BY PLACING "X" IN PROPER COLUMN	YES	NO	10. SPACE FOR DETAILED ANSWERS TO OTHER QUESTIONS WRITE IN LEFT COLUMN NUMBERS OF ITEMS TO WHICH DETAILED ANSWERS APPLY
1. ARE YOU A CITIZEN OF OR DO YOU OWE ALLEGIANCE TO THE UNITED STATES?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	
2. ARE YOU AN OFFICIAL OR EMPLOYEE OF ANY STATE, TERRITORY, COUNTY, OR MUNICIPALITY? <i>If your answer is "Yes", give details in Item 10.</i>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	
3. DO YOU RECEIVE ANY ANNUITY FROM THE UNITED STATES OR DISTRICT OF COLUMBIA GOVERNMENT UNDER ANY RETIREMENT ACT OR ANY PENSION OR OTHER COMPENSATION OR BENEFIT OF ANY KIND? <i>If your answer is "Yes", give in Item 10 reasons for retirement, that is, age, optional disability, or for reasons of voluntary or involuntary separation after 3 years' service; amount of retirement pay, and under what retirement act, and listing, if retired from military or naval service.</i>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	
4. HAVE YOU FILED APPLICATION RESULTING IN THIS APPOINTMENT HAD YOU BEEN DISCHARGED OR FORCED TO RESIGN FOR MISCONDUCT OR UNSATISFACTORY SERVICE FROM ANY POSITION? <i>If your answer is "Yes", give in Item 10 the name and address of employer, date and reasons in each case.</i>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	
5. HAVE YOU BEEN ARRESTED (NOT INCLUDING TRAFFIC VIOLATIONS FOR WHICH YOU WERE FINED BY OR CONVICTED OR CITED BY JUDGE OR JURY OR LESS, SINCE YOU FILED APPLICATION RESULTING IN THIS APPOINTMENT)? <i>If your answer is "Yes", list all such cases under Item 10. Give in each case: (1) The date, (2) the nature of the offense or violation, (3) the trial and judgment of the court, (4) the penalty imposed, if any, or other disposition of the case. If arrested, your fingerprints and be taken.</i>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	

INSTRUCTIONS TO APPOINTING OFFICER

The appointing officer before whom the foregoing certificate is made shall determine to the best of his ability whether the appointment should be recommended to the Civil Service Act, and whether the Rules and Regulations and Acts of Congress pertaining to appointments.

This form should be checked for building of office, position, suitability in connection with any record of record of asset, and particularly for the following:

- Industry of appointee** - It is the duty of the appointing officer to guard against the appointment of any person who is engaged in the business of the Government or in the same business which is prohibited by law. The appointing officer should be advised of the nature of the business of the appointee and should be satisfied that the business is not prohibited by law.
- Age** - If definite age limits have been established for the position, it should be determined that such limits are not outside the age range for appointment. Unless such determination is made, the appointment may not be recommended.
- Citizenship** - The appointing officer is responsible for ascertaining the citizenship of the appointee. If the Civil Service Rules and Regulations apply, the appointing officer should be satisfied that the appointee is a citizen of the United States at the time of appointment and is a citizen of the United States at the time of appointment. In addition, the appointing officer should be satisfied that the appointee has been declared free from the restrictions of the Civil Service Act.
- Members of Family** - Section 1 of the Civil Service Act provides that whenever there are already two or more members of a family serving under the Civil Service Act, no further appointment in the competitive service shall be made in that family until the present members of the family have been removed from the service or until the requirements for the appointment of a new member of the family have been met. If a new member is to be added to the family, the appointing officer should be satisfied that the requirements for the appointment of a new member of the family have been met.

CONFIDENTIAL
(When Filled In)

RESIDENCE AND DEPENDENCY REPORT

INSTRUCTIONS: Submit in duplicate when ordered overseas or whenever designated place of residence, marital or dependency status changes. This information is important in determining travel expenses allowable in connection with leave at Government expense, overseas duty, return to residence upon separation, and in determining transportation expenses allowable in connection with shipment of contents of employee or member of family.

1. NAME OF EMPLOYEE (Last) McLeod (First) Thomas (Middle) Walter Jr

2. RESIDENCE DATA
PLACE OF RESIDENCE WHEN APPOINTED Alameda, California LAST PLACE OF RESIDENCE IN CONTINENTAL U.S. (if appointed abroad)

PLACE IN CONTINENTAL U.S. DESIGNATED PERMANENT OR LEGAL RESIDENCE 5701 Floyd Ave, Springfield Virginia

3. MARITAL STATUS
 SINGLE
 MARRIED
 DIVORCED
 WIDOWED
PLACE OF MARRIAGE Lamesa, Texas DATE OF MARRIAGE Oct 1958
PLACE OF DIVORCE DECREE _____
PLACE SPOUSE DIED _____ DATE SPOUSE DIED _____

4. MEMBERS OF FAMILY
NAME OF SPOUSE Sarah Ruth McLeod ADDRESS (Number) _____ (Street) (City) (State) TELEPHONE 47015
NAMES OF CHILDREN
Michael Steven McLeod ADDRESS (Number) _____ (Street) (City) (State) TELEPHONE 47015
Carolyn Anne McLeod ADDRESS _____
Nancy Ellen McLeod ADDRESS _____
NAME OF FATHER (or male guardian) James W McLeod Sr ADDRESS (Number) _____ (Street) (City) (State) TELEPHONE _____
NAME OF MOTHER (or female guardian) Mary Lee McLeod ADDRESS (Number) _____ (Street) (City) (State) TELEPHONE _____

5. PERSON TO BE NOTIFIED IN CASE OF EMERGENCY
NAME Sarah Ruth McLeod RELATIONSHIP WIFE
ADDRESS (Number) _____ (Street) (City) (State) TELEPHONE 47015
THE PERSONS NAMED IN ITEM 4 ABOVE WILL ALSO BE NOTIFIED IN CASE OF EMERGENCY. IF SUCH NOTIFICATION IS NOT DESIRABLE, DUE TO HEALTH OR OTHER PERTINENT REASONS, PLEASE SO STATE UNDER "REMARKS."

VOLUNTARY ENTRIES
THE FOLLOWING AGENCY ENDORSED LIFE AND HOSPITALIZATION INSURANCE POLICIES ARE IN FORCE IN MY NAME. THE "POLICY NO." SHOULD BE ENTERED IF POSSIBLE. SINCE THIS INFORMATION WILL ASSIST IN EXPEDITING ACTION BY THE INSURANCE COMPANY SHOULD A CLAIM BECOME PAYABLE.

6. FULL NAME OF COMPANY Metropolitan Benefit ADDRESS OF HOME OFFICE Washington POLICY NO. _____
Trust
1861

7. I HAVE COMPLETED THE FOLLOWING: BILL YES NO POWER OF ATTORNEY YES NO

8. REMARKS:
All bank of c known to family

SIGNED AT _____ DATE _____ SIGNATURE Thomas W McLeod Jr

CONFIDENTIAL

SECRET

(When Filled In)

REQUEST FOR MEDICAL EVALUATION		1. DATE OF REQUEST 2 May 1968	
2. NAME (Last, First, Middle) McCord, James W., Jr.		3. POSITION TITLE	4. GRADE
5. OFFICE, DIVISION, BRANCH SEC		6. EMPLOYEE'S EXT.	
7. PURPOSE OF EVALUATION			
<input type="checkbox"/> PRE-EMPLOYMENT <input type="checkbox"/> ENTRANCE ON DUTY <input type="checkbox"/> TDY STANDBY <input type="checkbox"/> SPECIAL TRAINING <input checked="" type="checkbox"/> ANNUAL EXECUTIVE <input type="checkbox"/> RETURN TO DUTY <input type="checkbox"/> FITNESS FOR DUTY <input type="checkbox"/> MEDICAL RETIREMENT		<input type="checkbox"/> HQS/TDY <input type="checkbox"/> OVERSEAS ASSIGNMENT <div style="border: 1px solid black; padding: 2px;"> ETO STATION TDY OR PCS TYPE OF COVER NO. OF DEPENDENTS TO ACCOMPANY NO. OF DEPENDENTS' REPORTS OF MEDICAL HISTORY (SF 89) ATTACHED </div> <input type="checkbox"/> RETURN FROM OVERSEAS <div style="border: 1px solid black; padding: 2px;"> ETA STATION NO. OF DEP.'S </div>	
8. OVERSEAS PLANNING EVALUATION (One block must be checked)		9. REQUESTING OFFICER	
<input type="checkbox"/> YES <input type="checkbox"/> NO		SIGNATURE	
		ROOM NO. & BUILDING	EXT.
10. COMMENTS			
SCHEDULE FOR TDY STANDBY UNTIL Nov 1969			
11. REPORT OF EVALUATION			
DATE 16 12 68		SIGNATURE FOR CHIEF OF MEDICAL STAFF	

SECRET
(When Filled In)

REQUEST FOR MEDICAL EVALUATION		1. DATE OF REQUEST 6 May 1966
2. NAME (Last, First, Middle) McCord, James W., Jr.		3. POSITION TITLE
5. OFFICE, DIVISION, BRANCH SFC		4. GRADE OS-15
7. PURPOSE OF EVALUATION Room # 4E 63		
<input type="checkbox"/> PRE-EMPLOYMENT <input type="checkbox"/> ENTRANCE ON DUTY <input type="checkbox"/> TDY STANDBY <input type="checkbox"/> SPECIAL TRAINING <input checked="" type="checkbox"/> ANNUAL - Executive <input type="checkbox"/> RETURN TO DUTY <input type="checkbox"/> FITNESS FOR DUTY <input type="checkbox"/> MEDICAL RETIREMENT	<input type="checkbox"/> HQS/TDY <input type="checkbox"/> OVERSEAS ASSIGNMENT <div style="border: 1px solid black; padding: 2px;"> ETD STATION TDY OR PCS TYPE OF COVER NO. OF DEPENDENTS TO ACCOMPANY NO. OF DEPENDENTS' REPORTS OF MEDICAL HISTORY (SF 89) ATTACHED </div> <input type="checkbox"/> RETURN FROM OVERSEAS <div style="border: 1px solid black; padding: 2px;"> LTA STATION NO. OF DEP.'S </div>	
8. OVERSEAS PLANNING EVALUATION (One block must be checked)		9. REQUESTING OFFICER
<input type="checkbox"/> YES <input type="checkbox"/> NO		SIGNATURE
		ROOM NO. & BUILDING
		EXT.
10. COMMENTS		
QUALIFIED FOR TDY STANDBY UNTIL <i>May 67</i>		
11. REPORT OF EVALUATION		
QUALIFIED FOR CURRENT DUTY		
DATE	SIGNATURE FOR CHIEF OF MEDICAL STAFF	

SECRET
(When Filled In)

REQUEST FOR MEDICAL EVALUATION		DATE OF REQUEST						
2. NAME (Last, First, Middle) MCCOY, JAMES		10 July 1966						
3. POSITION TITLE		4. GRADE						
5. OFFICE, DIVISION, BRANCH SECURITY		6. EMPLOYEE'S EXT.						
7. PURPOSE OF EVALUATION								
<input type="checkbox"/> PRE-EMPLOYMENT	<input type="checkbox"/> HOURS/TDY	<table border="1"><tr><td>ETA</td></tr><tr><td>STATION</td></tr><tr><td>TDY OR PCS</td></tr><tr><td>TYPE OF COVER</td></tr><tr><td>NO. OF DEPENDENTS TO ACCOMPANY</td></tr><tr><td>NO. OF DEPENDENTS' REPORTS OF MEDICAL HISTORY (SF 89) ATTACHED</td></tr></table>	ETA	STATION	TDY OR PCS	TYPE OF COVER	NO. OF DEPENDENTS TO ACCOMPANY	NO. OF DEPENDENTS' REPORTS OF MEDICAL HISTORY (SF 89) ATTACHED
ETA								
STATION								
TDY OR PCS								
TYPE OF COVER								
NO. OF DEPENDENTS TO ACCOMPANY								
NO. OF DEPENDENTS' REPORTS OF MEDICAL HISTORY (SF 89) ATTACHED								
<input type="checkbox"/> ENTRANCE ON DUTY	<input type="checkbox"/> OVERSEAS ASSIGNMENT							
<input type="checkbox"/> TDY STANDBY								
<input type="checkbox"/> SPECIAL TRAINING								
<input type="checkbox"/> ANNUAL								
<input type="checkbox"/> RETURN TO DUTY	<input checked="" type="checkbox"/> RETURN FROM OVERSEAS							
<input type="checkbox"/> FITNESS FOR DUTY		<table border="1"><tr><td>ETA</td></tr><tr><td>STATION FRANKFURT</td></tr><tr><td>NO. OF DEP.'S</td></tr></table>	ETA	STATION FRANKFURT	NO. OF DEP.'S			
ETA								
STATION FRANKFURT								
NO. OF DEP.'S								
<input type="checkbox"/> MEDICAL RETIREMENT								
8. OVERSEAS PLANNING EVALUATION (One block must be checked)		9. REQUESTING OFFICER						
<input type="checkbox"/> YES	<input type="checkbox"/> NO	SIGNATURE						
		ROOM NO. & BUILDING	EXT.					
10. COMMENTS								
11. REPORT OF EVALUATION								
DATE								
SIGNATURE FOR CHIEF OF MEDICAL STAFF								

QUALIFIED FOR DEPARTMENTAL
DUTIES

SECRET
(WHEN FILLED IN)

REQUEST FOR MEDICAL EVALUATION

1. NAME (LAST) COLE, James W. (FIRST) (MIDDLE)		2. DATE OF REQUEST 11 Feb. 1950				
3. POSITION TITLE		4. OFFICE, DIVISION AND BRANCH Security				
5. REQUESTING OFFICER		7. BUILDING AND ROOM NO.				
		6. EXTENSION 414				
TYPE OF EVALUATION AND REPORT						
9. TYPE OF EVALUATION		10. OVERSEAS PLANNING EVALUATION DESIRED IN ACCORDANCE WITH H. 10-700				
<input type="checkbox"/> PRE-EMPLOYMENT		<input type="checkbox"/> YES <input type="checkbox"/> NO				
<input type="checkbox"/> ENTRANCE ON DUTY						
<input type="checkbox"/> OVERSEAS						
<table border="1"><tr><td>EID</td></tr><tr><td>STATION</td></tr><tr><td>TOY-PCS</td></tr></table>		EID	STATION	TOY-PCS		
EID						
STATION						
TOY-PCS						
<input type="checkbox"/> OVERSEAS RETURN						
<input type="checkbox"/> TOY STANDBY						
<input type="checkbox"/> SPECIAL TRAINING						
<input checked="" type="checkbox"/> ANNUAL						
<input type="checkbox"/> RETURN TO DUTY						
<input type="checkbox"/> FITNESS FOR DUTY						
<input type="checkbox"/> MEDICAL RETIREMENT						
9A. REPORT OF MEDICAL EVALUATION		10A. REPORT OF OVERSEAS PLANNING EVALUATION				
<input type="checkbox"/> QUALIFIED FOR CURRENT DUTIES		<input type="checkbox"/> QUALIFIED				
<input type="checkbox"/> DISQUALIFIED		<input type="checkbox"/> DISQUALIFIED				
11. COMMENTS						
DATE OF EVALUATION 10 FEB 1950						

SECRET
(WHEN FILLED IN)

REQUEST FOR MEDICAL EVALUATION

1. NAME (LAST) MCCORD		(FIRST) JAMES	(MIDDLE) W., JR.	2. DATE OF REQUEST 15 January 1962			
3. POSITION TITLE Security Officer		4. OFFICE, DIVISION AND BRANCH Security		5. GRADE GS-15			
6. REPORTING OFFICER		7. BUILDING AND ROOM NO. 4863 Langley		8. EXTENSION 5643			
9. TYPE OF EVALUATION AND REPORT							
<input type="checkbox"/> PRE-EMPLOYMENT <input type="checkbox"/> ENTRANCE ON DUTY <input type="checkbox"/> OVERSEAS <table border="1"><tr><td>ETD</td></tr><tr><td>STATION</td></tr><tr><td>TDY-PCB</td></tr></table> <input type="checkbox"/> OVERSEAS RETURN <input checked="" type="checkbox"/> TDY STANDBY <input type="checkbox"/> SPECIAL TRAINING <input type="checkbox"/> ANNUAL <input type="checkbox"/> RETURN TO DUTY <input type="checkbox"/> FITNESS FOR DUTY <input type="checkbox"/> MEDICAL RETIREMENT		ETD	STATION	TDY-PCB	<input type="checkbox"/> YES <input type="checkbox"/> NO		
ETD							
STATION							
TDY-PCB							
9A. REPORT OF MEDICAL EVALUATION <input type="checkbox"/> QUALIFIED <input type="checkbox"/> DISQUALIFIED		10. OVERSEAS PLANNING EVALUATION DEFERRED IN ACCORDANCE WITH R 15-200 <input type="checkbox"/> YES <input type="checkbox"/> NO					
9A. REPORT OF MEDICAL EVALUATION <input type="checkbox"/> QUALIFIED <input type="checkbox"/> DISQUALIFIED		10A. REPORT OF OVERSEAS PLANNING EVALUATION <input type="checkbox"/> QUALIFIED <input type="checkbox"/> DISQUALIFIED					
11. COMMENTS <i>Re evaluation for TDY Stand by</i> <i>So 3 Jan 1963</i>							
DATE OF EVALUATION <i>3 JAN 1963</i>		SIGNATURE FOR					

SECRET
(WHEN FILLED IN)

REQUEST FOR MEDICAL EVALUATION

1. NAME (LAST) McCord		(FIRST) J. JESS	(MIDDLE) W.	2. DATE OF REQUEST 18 December 1961
3. POSITION TITLE Security Officer		4. OFFICE, DIVISION AND BRANCH Security		5. GRADE GS-15
6. REQUESTING OFFICER		7. BUILDING AND ROOM NO. 4163 Langley		8. EXTENSION 5643

TYPE OF EVALUATION AND REPORT

9. TYPE OF EVALUATION

PRE-EMPLOYMENT

ENTRANCE ON DUTY

OVERSEAS

ETD	May 1962
STATION	Frankfurt, Germany
TDY-PCS	PCS

OVERSEAS RETURN

TDY STANDBY

SPECIAL TRAINING

ANNUAL

RETURN TO DUTY

FITNESS FOR DUTY

MEDICAL RETIREMENT

10. OVERSEAS PLANNING EVALUATION DESIRED IN ACCORDANCE WITH R 15-200

YES NO

9A. REPORT OF MEDICAL EVALUATION

QUALIFIED

DISQUALIFIED

10A. REPORT OF OVERSEAS PLANNING EVALUATION

QUALIFIED

DISQUALIFIED

11. COMMENTS

DATE OF EVALUATION 10 Dec 1961

SIGNATURE FOR CHIEF, MEDICAL STAFF

SECRET
(When Filled In)

REQUEST FOR MEDICAL EVALUATION		DATE OF REQUEST
2. NAME (Last, First, Middle) MCCOY, James N.		15 August 1960
3. POSITION TITLE Investigator		4. GRADE GS-15
5. OFFICE, DIVISION, BRANCH Security		6. EMPLOYEE'S EXT. 2063
7. PURPOSE OF EVALUATION		
<input type="checkbox"/> PRE-EMPLOYMENT	<input type="checkbox"/> OVERSEAS ASSIGNMENT	
<input type="checkbox"/> ENTRANCE ON DUTY	8. OVERSEAS PLANNING EVALUATION (One block must be checked)	
<input type="checkbox"/> OVERSEAS RETURN	<input type="checkbox"/> YES	
<input checked="" type="checkbox"/> TDY STANDBY	<input type="checkbox"/> NO	
<input type="checkbox"/> SPECIAL TRAINING	9. REQUESTING OFFICER	
<input type="checkbox"/> ANNUAL	SIGNATURE	
<input type="checkbox"/> RETURN TO DUTY	POST NO. <input type="text"/>	
<input type="checkbox"/> FITNESS FOR DUTY	EXT. <input type="text"/>	
<input type="checkbox"/> MEDICAL RETIREMENT	8509 190 816 2064	
10. REPORT OF EVALUATION		
DATE		
SIGNATURE OF MEDICAL STAFF		
QUALIFIED FOR PROTECTED TDY STAND BY till 6 Sept 61		

SECRET
(When Filled In)

MEDICAL ACTION REQUEST AND REPORT

I REQUEST FOR PHYSICAL EXAMINATION BY		
1. NAME (Last)	(First)	(Initials)
McCord	James	
2. TO POSITION	3. OFFICE, DIVISION, BRANCH	7. DATE
Investigator (CI)	Security	19 June 1956
4. TYPE OF POSITION	5. GRADE	
<input checked="" type="checkbox"/> Departmental <input type="checkbox"/> U.S. Field <input type="checkbox"/> Overseas	6. EVALUATE FOR <input type="checkbox"/> EOD-- <input checked="" type="checkbox"/> Overseas <input type="checkbox"/> Returns	GS-13
		<input type="checkbox"/> Pre-Employment <input type="checkbox"/> Annual <input type="checkbox"/> Special (Specify)
Tdy - <input type="checkbox"/>		
II REPORT OF MEDICAL EVALUATION		
<input type="checkbox"/> Qualified for Full Duty (General)	<input type="checkbox"/> Qualified for Full Duty (Special)	
<input type="checkbox"/> Qualified for Departmental Duty Only	<input type="checkbox"/> Disqualified	
Remarks: Subject is qualified for Departmental Action and P.N., 1 months. (6/26/56) May be re-evaluated upon request.		
<input type="text"/>		

SECRET

MEDICAL OFFICE

MEDICAL ACTION REQUEST AND REPORT

I REQUEST FOR PHYSICAL EXAMINATION BY

1. NAME (Last)		2. DATA	
McCord, JAMES		8 September 1954	
3. ID POSITION		4. OFFICE, DIVISION, BRANCH	
S.O.		Security	
5. TYPE OF POSITION		7. EVALUATE FOR	
<input type="checkbox"/> Departmental <input type="checkbox"/> U.S. Field <input type="checkbox"/> Overseas		<input type="checkbox"/> SOO <input type="checkbox"/> Overseas <input type="checkbox"/> Returnee	
		<input type="checkbox"/> Pre-employment <input checked="" type="checkbox"/> Annual <input type="checkbox"/> Special (Specify)	
		GS-13	

II REPORT OF MEDICAL EVALUATION

<input checked="" type="checkbox"/> Qualified for Full Duty (General)	<input type="checkbox"/> Qualified for Full Duty (Special)
<input type="checkbox"/> Qualified for Departmental Duty Only	<input type="checkbox"/> Disqualified

Remarks: Full duty/General(9-28-54)
notified [redacted] *6 Oct 54*

File

SECRET

[redacted]

OPTIONAL OFFICE

LLC

SECRET
(When Filled In)

QUALIFICATIONS UPDATE

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

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

SECTION I BIOGRAPHIC AND POSITION DATA

EMP. SER. NO. 058124	NAME (Last-First-Middle) MC CORD, James Walter, Jr.	DATE OF BIRTH 26 January 1924
-------------------------	--	----------------------------------

SECTION II EDUCATION

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

COLLEGE OR UNIVERSITY STUDY

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

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

TRADE, COMMERCIAL AND SPECIALIZED SCHOOLS

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

OTHER NON-AGENCY EDUCATION OR TRAINING NOT INDICATED ABOVE

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

SECTION III MARITAL STATUS

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

SECTION IV DEPENDENT CHILDREN AND DEPENDENTS OTHER THAN SPOUSE

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

SECRET

(When Filled In)

SECTION V GEOGRAPHIC AREA KNOWLEDGE AND FOREIGN TRAVEL							
NAME OF REGION OR COUNTRY	TYPE OF SPECIALIZED KNOWLEDGE	DATES OF TRAVEL OR RESIDENCE	DATE & PLACE OF STUDY	KNOWLEDGE ACQUIRED BY (CHECK LIST)		OTHER ASSIGNMENT	
			MAY 1 - 11 00 AM '69	TRAVEL	STUDY		
SECTION VI TYPING AND STENOGRAPHIC SKILLS							
1. TYPING (C/P/M) 2. SHORTHAND (P/M) 3. INDICATE SHORTHAND SYSTEM USED (CHECK IN) APPROPRIATE ITEM							
<input type="checkbox"/> GREGG <input type="checkbox"/> SPEEDWRITING <input type="checkbox"/> STENOTYPE <input type="checkbox"/> OTHER SPECIFY:							
SECTION VII SPECIAL QUALIFICATIONS							
PROVIDE INFORMATION ON HORSES, SPORTS, LICENSES, PUBLISHED MATERIALS OR DEVICES WHICH YOU MAY HAVE INVENTED							
SECTION VIII MILITARY SERVICE							
CURRENT DRAFT STATUS							
1. HAS YOUR SELECTIVE SERVICE CLASSIFICATION CHANGED?				2. NEW CLASSIFICATION			
<input type="checkbox"/> YES <input type="checkbox"/> NO							
3. LOCAL SELECTIVE SERVICE BOARD NUMBER AND ADDRESS				4. IF DEFERRED, GIVE REASON			
MILITARY RESERVE, NATIONAL GUARD STATUS							
CHECK RESERVE OR GUARD ORGANIZATION TO WHICH YOU BELONG		<input type="checkbox"/> ARMY	<input type="checkbox"/> MARINE CORPS	<input type="checkbox"/> COAST GUARD	<input type="checkbox"/> NATIONAL GUARD		
		<input type="checkbox"/> NAVY	<input type="checkbox"/> AIR FORCE		<input type="checkbox"/> AIR NATIONAL GUARD		
1. CURRENT RANK, GRADE OR RATE, 2. DATE OF APPOINTMENT IN CURRENT RANK				3. EXPIRATION DATE OF CURRENT OBLIGATION			
4. CHECK CURRENT RESERVE CATEGORY: <input type="checkbox"/> READY RESERVE <input type="checkbox"/> STANDBY (ACTIVE) <input type="checkbox"/> STANDBY (INACTIVE) <input type="checkbox"/> RETIRED <input type="checkbox"/> DISCHARGED							
5. MILITARY MOBILIZATION ASSIGNMENT				6. RESERVE UNIT TO WHICH ASSIGNED OR ATTACHED			
MILITARY SCHOOLS COMPLETED (Extended Active, Reserve Duty, or as Civilian)							
NAME AND ADDRESS OF SCHOOL			STUDY OF SPECIALIZATION	DATE COMPLETED			
SECTION IX PROFESSIONAL SOCIETIES AND OTHER ORGANIZATIONS							
NAME AND CHAPTER		ADDRESS (Number, Street, City, State, Country)			DATE OF MEMBERSHIP		
					FROM TO		
1. Council on Exceptional Children (CEC)		1201 16th Street, NW Washington, D. C.			1968 1969		
2. National Association on Retarded Children (NARC)		450 Lexington Avenue New York City			1968 1969		
3.							
SECTION X REMARKS							
DATE				SIGNATURE OF EMPLOYEE			
17 April 1969							

SECRET

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llc

QUALIFICATIONS UPDATE

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SECTION I BIOGRAPHIC AND POSITION DATA

1. EMP. ID. NO. 558124	2. NAME (Last, First, Middle) McCord, James W., Jr.	3. DATE OF BIRTH 26 Jan 1924
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SECTION II EDUCATION

HIGH SCHOOL			
1. LAST HIGH SCHOOL ATTENDED No Change	2. ADDRESS (City, State, Country)	3. YEARS ATTENDED (From-To)	4. GRADUATE <input type="checkbox"/> YES <input type="checkbox"/> NO

COLLEGE OR UNIVERSITY STUDY						
1. NAME AND LOCATION OF COLLEGE OR UNIVERSITY	2. SUBJECT		3. YEARS ATTENDED	4. DEGREE RECEIVED	5. YEAR RECEIVED	6. NO. SEM. QTR. HRS. (Specify)
	Major	Minor				
No Change						

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

TRADE, COMMERCIAL AND SPECIALIZED SCHOOLS				
1. NAME AND ADDRESS OF SCHOOL	2. STUDY OR SPECIALIZATION	3. FROM	4. TO	5. NO. OF MONTHS

OTHER NON-AGENCY EDUCATION OR TRAINING NOT INDICATED ABOVE				
1. NAME AND ADDRESS OF SCHOOL	2. STUDY OR SPECIALIZATION	3. FROM	4. TO	5. NO. OF MONTHS

SECTION III MARITAL STATUS

1. PRESENT STATUS (Single, Married, Divorced, Separated, Annulled, Remarried, Widowed)			
2. NAME OF SPOUSE (Last)	(First)	(Middle)	(Position)
No Change			
3. DATE OF BIRTH	4. PLACE OF BIRTH (City, State, Country)		
5. OCCUPATION	6. PRESENT EMPLOYER		
7. CITIZENSHIP	8. FORMER C. CITIZENSHIP COUNTRY(IES)		9. DATE U.S. CITIZENSHIP ACQUIRED

SECTION IV DEPENDENT CHILDREN AND DEPENDENTS OTHER THAN SPOUSE

1. NAME	2. DATE OF BIRTH	3. PLACE OF BIRTH	4. OCCUPATION	5. PRESENT EMPLOYER
No Change				

SECRET

(When Filled In)

SECTION V GEOGRAPHIC AREA KNOWLEDGE AND FOREIGN TRAVEL							
NAME OF REGION OR COUNTRY	TYPE OF SPECIALIZED KNOWLEDGE	DATES OF TRAVEL OR RESIDENCE	DATE & PLACE OF VISIT	KNOWLEDGE ACQUIRED BY	CHECK LIST	OTHER	REMARKS
					TRAVEL	STUDY	ASSIGNMENTS
No Change							
SECTION VI TYPING AND STENOGRAPHIC SKILLS							
1. TYPING (PPM) / SHORTHAND (RPM) 2. INDICATE SHORTHAND SYSTEM USED (CHECK THE APPROPRIATE ITEM)							
<input type="checkbox"/> GREGG <input type="checkbox"/> SPEEDWRITING <input type="checkbox"/> STENOGRAPH <input type="checkbox"/> OTHER SPECIFY:							
SECTION VII SPECIAL QUALIFICATIONS							
PROVIDE INFORMATION ON HOBBIES, SPORTS, LICENSES, PUBLISHED MATERIALS OR DEVICES WHICH YOU MAY HAVE INVENTED							
No Change							
SECTION VIII MILITARY SERVICE							
CURRENT DRAFT STATUS							
1. HAS YOUR SELECTIVE SERVICE CLASSIFICATION CHANGED?				2. NEW CLASSIFICATION			
<input type="checkbox"/> YES <input type="checkbox"/> NO							
3. LOCAL SELECTIVE SERVICE BOARD NUMBER AND ADDRESS				4. IF DEFERRED, GIVE REASON			
MILITARY RESERVE, NATIONAL GUARD STATUS							
CHECK DEPT. OR GUARD ORGANIZATION TO WHICH YOU BELONG							
<input type="checkbox"/> ARMY		<input type="checkbox"/> MARINE CORPS		<input type="checkbox"/> COAST GUARD		<input type="checkbox"/> NATIONAL GUARD	
<input type="checkbox"/> NAVY		<input type="checkbox"/> AIR FORCE		<input type="checkbox"/>		<input type="checkbox"/> AIR NATIONAL GUARD	
1. CURRENT RANK, GRADE OR RATE		2. DATE OF APPOINTMENT IN CURRENT RANK		3. EXPIRATION DATE OF CURRENT OBLIGATION			
4. CHECK CURRENT RESERVE CATEGORY							
<input type="checkbox"/> READY RESERVE <input type="checkbox"/> STANDBY (ACTIVE) <input type="checkbox"/> STANDBY (QUALIFYING) <input type="checkbox"/> RETIRED <input type="checkbox"/> DISCHARGED							
5. MILITARY MOBILIZATION ASSIGNMENT				6. RESERVE UNIT TO WHICH ASSIGNED OR ATTACHED			
MILITARY SCHOOLS COMPLETED (Extended Active, Reserve Duty, or as Civilians)							
NAME AND ADDRESS OF SCHOOL		TYPE OF SPECIALIZATION		DATE COMPLETED		RESIDENT / AGENCY-SPONSORED	
Add: Air Special Warfare Course		Counterinsurgency		Mar. 68		<input checked="" type="checkbox"/> RESIDENT	
						<input type="checkbox"/> AGENCY-SPONSORED	
SECTION IX PROFESSIONAL SOCIETIES AND OTHER ORGANIZATIONS							
NAME AND CHAPTER		ADDRESS (Number, Street, City, State, Country)				DATE OF MEMBERSHIP	
						FROM TO	
No Change							
SECTION X REMARKS							
DATE		INITIALED BY EMPLOYEE					
18 April 1968							

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QUALIFICATIONS SUPPLEMENT TO PERSONAL HISTORY STATEMENT

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

SECTION I

BIOGRAPHIC AND POSITION DATA

1 EMP SER NO 098124	2 NAME (Last, First, Middle) MCCORD JAMES W JR	3 SEX M	4 DATE OF BIRTH 01/24/24	5 SCHEDULE/GRADE/STEP GS-15-06
6 SS SS	7 POSITION TITLE SUPP	8 OFFICE OF ASSIGNMENT SEC	9 LOCATION (City, County, State) WASH., D.C.	

SECTION II

AGENCY OVERSEAS SERVICE

AREA	TYPE TOUR	FROM	TO
EUROPEAN AREA	TDY '24	56/07/01	56/08/01
EUROPEAN AREA	TDY '31	59/10/09	59/10/17
EUROPEAN AREA	TDY '24	60/08/15	60/08/22
EUROPEAN AREA	TDY '24	61/03/12	61/03/22
EUROPEAN AREA	TDY '24	61/06/12	61/06/29
EUROPEAN AREA	TDY '24	61/10/06	61/10/16
EUROPEAN AREA	TDY '54	62/04/01	62/04/14
GERMANY	PCS '36	62/06/09	64/06/12

X M D

X M D

OVERSEAS DATA
CODED
DATE: 7 JUL 67 **INITIALS:** *llc*

SECTION III

EDUCATION

DEGREE	MAJOR FIELD	COLLEGE	YEAR
M.S.	International Affairs	George Washington University	1945
BBA	Business Administration	University of Texas	1946

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SECTION III						
EDUCATION (Cont'd)						
HIGH SCHOOL			YEARS ATTENDED		EXPIRES	
NAME AND ADDRESS OF SCHOOL			FROM		TO	
Electra High School			1937-40		<input checked="" type="checkbox"/> YES <input type="checkbox"/> NO	
COLLEGE OR UNIVERSITY STUDY						
NAME AND LOCATION OF COLLEGE OR UNIVERSITY	DEGREE		YEARS ATTENDED FROM TO	DEGREE RECEIVED	YEAR RECEIVED	NO. SEMESTERS HRS. (Approx)
	MAJOR	MINOR				
George Washington University and American Univ., Washington, DC	PhD work in Internat. Affairs		1966-67	---	---	50
George Wash. Univ., Wash., DC	Internat. Affairs		1964-65	M.A.	1965	30
Lincoln Law School, Oakland, Calif.	Law		1951	---	---	1 year
University of Texas, Austin, Tex.	Business		1946-48	BFA	1948	120
IF A GRADUATE DEGREE HAS BEEN NOTED ABOVE, OR DISSENTED SUBMISSION OF A THESIS, INDICATE THE TITLE OF THE THESIS AND BRIEFLY DESCRIBE ITS CONTENTS.						
1965 Masters Thesis: "The Sino-Soviet Struggle for Power in Africa," a 200-page thesis from unclassified sources comparing the efforts of the Sino-Soviets for influence in Africa and the comparative strengths of the local communist parties there.						
TRADE, COMMERCIAL AND SPECIALIZED SCHOOLS						
NAME AND ADDRESS OF SCHOOL		STUDY OR SPECIALIZATION		FROM	TO	NO. OF MONTHS
1						
2						
3						
OTHER NON-AGENCY EDUCATION OR TRAINING NOT INDICATED ABOVE						
NAME AND ADDRESS OF SCHOOL		STUDY OR SPECIALIZATION		FROM	TO	NO. OF MONTHS
1						
2						
3						
4						
5						
AGENCY-SPONSORED EDUCATION						
Specify which, if any, of the education shown in Section III was Agency sponsored						
NAME AND ADDRESS OF SCHOOL		STUDY OR SPECIALIZATION		FROM	TO	NO. OF MONTHS
1 Air War College, Montgomery, Ala.		National Strategy and International Affairs		1964	1965	10
2						
3						
4						
5						

SECRET

SECRET

When Filled In

SECTION IV GEOGRAPHIC AREA KNOWLEDGE AND FOREIGN TRAVEL							
NAME, REGION OR COUNTRY	TYPE OF SPECIALIZED KNOWLEDGE	DATES OF TRAVEL OR RESIDENCE	DATE & PLACE OF STUDY	KNOWLEDGE ACQUIRED BY			CHECK IF WORK ASSIGNMENT
				RECORDS	TRAVEL	STUDY	
Europe (Germany & WE)	TDY & PCS	1957-64	Germany & Western Europe	X	X		X

**SECTION V
TYPIING AND STENOGRAPHIC SKILLS**

1. TYPEWRITING (TYPING) 2. SHORTHAND (TYPING) 3. INDICATE SHORTHAND SYSTEM USED - CHECK IN APPROPRIATE ITEM GROSS SPEEDWRITING STENOGRAPHIC OTHER SPECIFY _____

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

**SECTION VI
SPECIAL QUALIFICATIONS**

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

Golf - fair

2. EXCLUDING BUSINESS EQUIPMENT OR MACHINES WHICH YOU MAY HAVE LISTED IN ITEM 4, SECTION IV, LIST ANY SPECIAL SKILLS YOU POSSESS RELATING TO OTHER EQUIPMENT AND MACHINES, SUCH AS OPERATION OF RADIO TRANSMITTERS, RECORDING EQUIPMENT, TYPING, OFFICE PRESS, TYPING MACHINE, EOP AND OTHER SCIENTIFIC & PROFESSIONAL DEVICES

3. ARE YOU NOW OR HAVE YOU EVER BEEN A LICENSED OR CERTIFIED MEMBER OF ANY TRADE OR PROFESSION, SUCH AS PHOTOGRAPHER, ELECTRICIAN, RADIO OPERATOR, TEACHER, LAWYER, CPA, MEDICAL, TECHNICIAN, PSYCHOLOGIST, MUSICIAN, ETC? YES NO

4. IF YOU HAVE ANSWERED "YES" TO ITEM 3 ABOVE, INDICATE NAME OF LICENSE OR CERTIFICATION AND THE ISSUING STATE, TERRITORY, ETC. (Provide license registration number if known)

5. FIRST LICENSE/CERTIFICATE (year of issue) _____

6. LATEST LICENSE/CERTIFICATE (year of issue) _____

7. LIST ANY SIGNIFICANT PUBLISHED MATERIALS OF WHICH YOU ARE THE AUTHOR. DO NOT INCLUDE NEWS RELEASES. INDICATE THE TITLE, PUBLICATION DATE, AND TYPE OF WRITING AND FORMAT OR SPECIFY SUBJECTS OF GENERAL INTEREST SUBJECTS, PAGES, WORD COUNT, ETC.

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

9. PUBLIC SPEAKING EXPERIENCE/ACTIVITY

Presentations at D-12 schools and Internally at Agency-sponsored courses

SECRET

When Filled In

SECTION VII		MILITARY SERVICE	
CURRENT DRAFT STATUS			
1. ARE YOU REGISTERED FOR THE DRAFT		2. SELECTIVE SERVICE CLASSIFICATION	
<input type="checkbox"/> YES <input checked="" type="checkbox"/> NO			
3. LOCAL SELECTIVE SERVICE BOARD NUMBER AND ADDRESS		4. IF DEFERRED, GIVE REASON	
MILITARY SERVICE RECORD <i>Active Duty Only</i>			
1. MILITARY ORGANIZATION <i>Army, Navy, etc. specify</i>	2. BRANCH OF CORPS	3. DATES OF SERVICE <i>extended active duty</i>	
Army	Air Corps	FROM 1945 TO 1945	
4. STATUS <i>Regular, Reserve, etc. specify</i>	5. RANK, GRADE OR RATE <i>at separation if past service</i>	6. SERIAL SERVICE OR FILE NUMBER	
Regular	Lt.		
7. CHECK TYPE OF SEPARATION			
<input checked="" type="checkbox"/> HONORABLE DISCHARGE	<input type="checkbox"/> RETIREMENT FOR SERVICE	<input type="checkbox"/> UNDUO HARDSHIPS	<input type="checkbox"/> OTHER <i>Specify</i>
<input type="checkbox"/> RELEASE TO INACTIVE DUTY	<input type="checkbox"/> RETIREMENT FOR COMBAT DISABILITY	<input type="checkbox"/> OTHER <i>Specify</i>	
<input type="checkbox"/> RETIREMENT FOR AGE	<input type="checkbox"/> RETIREMENT FOR PHYSICAL DISABILITY		
8. BRIEF DESCRIPTION OF MILITARY DUTIES <i>Record the duties and skills which best describe your work or function in the military service</i>			
Active Duty - Navigator - Bombardier duties Reserve - Intelligence Officer			
MILITARY RESERVE, NATIONAL GUARD STATUS			
CHECK RESERVE OR GUARD ORGANIZATION TO WHICH YOU BELONG			
<input type="checkbox"/> ARMY	<input type="checkbox"/> MARINE CORPS	<input type="checkbox"/> COAST GUARD	<input type="checkbox"/> NATIONAL GUARD
<input type="checkbox"/> NAVY	<input checked="" type="checkbox"/> AIR FORCE		<input type="checkbox"/> AIR NATIONAL GUARD
1. CURRENT RANK, GRADE OR RATE	2. DATE OF APPOINTMENT IN CURRENT RANK	3. EXPIRATION DATE OF CURRENT RESERVE OBLIGATION	
Major	1982	---	
4. CHECK CURRENT RESERVE CATEGORY			
<input checked="" type="checkbox"/> READY RESERVE	<input type="checkbox"/> STANDBY <i>active</i>	<input type="checkbox"/> STANDBY <i>inactive</i>	<input type="checkbox"/> RETIRED
<input type="checkbox"/> DISCHARGED			
5. BRIEF DESCRIPTION OF MILITARY RESERVE DUTIES <i>Record the duties and skills which best describe your work or function in the military service</i>			
Intelligence Officer			
6. IF YOU ARE CURRENTLY ASSIGNED TO A RESERVE OR NATIONAL GUARD TRAINING UNIT, IDENTIFY THE UNIT AND ITS ADDRESS			
MILITARY SCHOOLS COMPLETED <i>Active Duty, Reserve Status or as Civilian</i>			
NAME AND ADDRESS OF SCHOOL	YEAR OF SPECIALIZATION	DATE COMPLETED	REMARKS
1. Air War College, Montgomery, Ala.	National Strategy	1985	
2.			
3.			
4.			
5.			

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SECTION VIII AGENCY EMPLOYMENT HISTORY		
1. INCLUSIVE DATES (from- to- by month & year)	2. LOCATION (Country, City)	3. DIRECTORATE OFFICE OR DIVISION, BRANCH
August 1945 - present	Washington, D.C.	CJ/Technical Division
4. TITLE OF JOB		5. GRADES HELD IN JOB
Chief, Technical Division		GS-15
6. DESCRIPTION OF DUTIES		
Supervision of the Office of Security audio countermeasures program domestically and overseas.		
1. INCLUSIVE DATES (from- to- by month & year)	2. LOCATION (Country, City)	3. DIRECTORATE OFFICE OR DIVISION, BRANCH
Aug 64-Aug 65	Montgomery, Alabama	CS
4. TITLE OF JOB		5. GRADES HELD IN JOB
student-Air War College		GS-15
6. DESCRIPTION OF DUTIES		
Agency-sponsored - student at Air War College, study of national strategy & international affairs.		
1. INCLUSIVE DATES (from- to- by month & year)	2. LOCATION (Country, City)	3. DIRECTORATE OFFICE OR DIVISION, BRANCH
June 62-Aug 64	Germany, Frankfurt	EE/Security Branch
4. TITLE OF JOB		5. GRADES HELD IN JOB
Chief, Security Branch, German Station		GS-15
6. DESCRIPTION OF DUTIES		
Chief of Security Branch activities in behalf of the German Station and supervision of certain security functions, such as polygraph and audio countermeasures, performed elsewhere in Western European area for the Agency.		

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When filled in

SECTION VIII AGENCY EMPLOYMENT HISTORY (Cont'd)		
1. INCLUSIVE DATES (From-To, by month & year)	2. LOCATION (Country, City)	3. DIRECTORATE OFFICE OR DIVISION BRANCH
June 60-Jun 62	USA/Washington, D.C.	CS/Security Research Staff
4. TITLE OF JOB		5. GRADES HELD IN JOB
Deputy Chief		GS-15
6. DESCRIPTION OF DUTIES		
Deputy Staff Chief, supervision of security research activities in behalf of the Office of Security		
1. INCLUSIVE DATES (From-To, by month & year)	2. LOCATION (Country, City)	3. DIRECTORATE OFFICE OR DIVISION BRANCH
Aug 53-Jun 60	USA/Washington, D.C.	CS/Security Research Staff
4. TITLE OF JOB		5. GRADES HELD IN JOB
Security Research Officer		GS-12 to GS-15
6. DESCRIPTION OF DUTIES		
Security research in behalf of the Office of Security		
1. INCLUSIVE DATES (From-To, by month & year)	2. LOCATION (Country, City)	3. DIRECTORATE OFFICE OR DIVISION BRANCH
Jun 53-Aug 53	USA/Washington, D.C.	CS/IOS
4. TITLE OF JOB		5. GRADES HELD IN JOB
Investigator		GS-12
6. DESCRIPTION OF DUTIES		
Investigative supervision of certain field investigations of IOS.		

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(When filled in)

SECTION IV		MARITAL STATUS			
1. PRESENT STATUS: (Single, Married, Widowed, Separated, Divorced, Annulled, Remarried, <u>Married</u>)					
2. NAME OF SPOUSE: <u>McCord Sarah Ruth Berry</u>					
3. DATE OF BIRTH: <u>1927</u>		4. PLACE OF BIRTH (City, State, Country): <u>Lamesa, Texas</u>			
5. OCCUPATION: <u>Housewife</u>		6. PRESENT EMPLOYER: <u>---</u>			
7. CITIZENSHIP: <u>USA</u>		8. FORMER CITIZENSHIPS, COUNTRIES: <u>---</u>		9. DATE U.S. CITIZENSHIP ACQUIRED: <u>---</u>	
SECTION X DEPENDENT CHILDREN AND DEPENDENTS OTHER THAN SPOUSE					
NAME	RELATIONSHIP	DATE AND PLACE OF BIRTH	CITIZENSHIP	PERMANENT ADDRESS	
Michael Steven McCord	Son	1951 Oakland, Calif.	US	Springfield, Va.	
Carol Anne McCord	Dau.	1953 Washington, DC	US	"	
Nancy Ellen McCord	Dau.	1955 Washington, DC	US	"	
SECTION XI PROFESSIONAL SOCIETIES AND OTHER ORGANIZATIONS					
NAME AND CHAPTER	ADDRESS (Number, Street, City, State, Country)	DATE OF MEMBERSHIP			
		FROM	TO		
Air Force Association	Washington, D.C.	1951	Pres.		
DATE	SIGNATURE OF EMPLOYEE				
<u>13 June 67</u>	<u>James W. McCord Jr</u>				

PERSONNEL SERIAL NO. 158124		CERTIFICATION FOR LANGUAGE AWAR				CD NO. 192				
1. NAME (Last, First, Middle) McCord, James Walter			2. DATE OF BIRTH (Month, Day, Year) January 26, 1924							
3. CAREER STATUS		4. SO	5. COMPONENT 08							
6. LANGUAGE Russian		CODE 654	7. DATE OF TEST (Month, Day, Year) August 29, 1957		8. ANNIVERSARY DATE (Month, Day, Year) 29 Aug 57					
9. TEST SCORES		READING 8	WRITING --	PRONUNCIATION 8	SPEAKING 8	UNDERSTANDING 8				
10. AWARDBLE LEVEL	COMPREHENSIVE			SPECIALIZED-READING			SPECIALIZED-SPEAKING			NOT QUALIFIED AT ANY LEVEL
	ELM.	INTER.	HIGH	ELM.	INTER.	HIGH	ELM.	INTER.	HIGH	
11. I CERTIFY THAT THE ABOVE NAMED EMPLOYEE IS ELIGIBLE FOR THE AWARD INDICATED, HAVING MET ALL THE REQUIREMENTS FOR SAID AWARD.				12. TYPE OF AWARD ILAVRLE			13. I CERTIFY FUNDS ARE AVAILABLE			
DATE		SIGNATURE		AMOUNT OF AWARD \$1000		CHARGE ALLOTMENT NO.		DATE		
14. FEDERAL TAX DEDUCTION				\$		15. EMPLOYEE PAYROLL NO.				
16. STATE/DC TAX DEDUCTION				\$		17. ALLOTMENT OF ASSIGNMENT				
18. NET AMOUNT OF AWARD PAID				\$		19. CHECK NUMBER ISSUED			DATE	
20. FORWARD CHECK TO										

PERSONAL HISTORY STATEMENT

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

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

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

Sec. 1. PERSONAL BACKGROUND

Telephone: _____
Office _____
Ext. _____
Home 740-1116

A. FULL NAME ^{Mr.} James Walter McCord Jr.
(Use No Initials) (Last) (Middle) (First)

PRESENT ADDRESS 320 Pacific Avenue, Alameda, California, USA
(No. and Number) (City) (State) (Country)

PERMANENT ADDRESS 320 Pacific Avenue, Alameda, California, USA
(No. and Number) (City) (State) (Country)

B. NICKNAME Jim **WHAT OTHER NAMES HAVE YOU USED?** None

UNDER WHAT CIRCUMSTANCES HAVE YOU EVER USED THESE NAMES? _____

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

C. DATE OF BIRTH 1/21/24 **PLACE OF BIRTH** Union City, California, USA
(Where?) (By what authority) (City) (State) (Country)

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

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

AT _____
(City) (State) (Country)

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

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

GIVE PARTICULARS _____

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

E. IF BORN OUTSIDE U. S. WHEN DID YOU FIRST ARRIVE IN THIS COUNTRY? 1942

PORT OF ENTRY: _____ ON PASSPORT OF WHAT COUNTRY? _____

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

SEC. 2. PHYSICAL DESCRIPTION

AGE 27 SEX Male HEIGHT 5'10 1/2" WEIGHT 170

EYES Brown HAIR Brown COMPLEXION Medium SCARS None

BUILD Medium OTHER DISTINGUISHING FEATURES None

SEC. 3. MARITAL STATUS

A. SINGLE _____ MARRIED X DIVORCED _____ WIDOWED _____

STATE DATE, PLACE, AND REASON FOR ALL SEPARATIONS, DIVORCES OR ANNULMENTS None

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

NAME OF SPOUSE Sarah Irish Doyle McGowan
(First) (Middle) (Initial) (Last)

PLACE AND DATE OF MARRIAGE Lubbock, Texas, U.S.A. May 30, 1940

HIS (OR HER) ADDRESS BEFORE MARRIAGE Route 3 Lubbock Texas USA
(St. and Number) (City) (State) (Country)

LIVING OR DECEASED Living DATE OF DECEASE _____ CAUSE _____

PRESENT, OR LAST, ADDRESS 320 Pacific Ave. Alameda Calif USA
(St. and Number) (City) (State) (Country)

DATE OF BIRTH 2/17/21 PLACE OF BIRTH Lubbock Texas USA
(City) (State) (Country)

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

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

OCCUPATION Secretary-Alameda LAST EMPLOYER University of California

EMPLOYER'S OR BUSINESS ADDRESS _____ Berkeley, California
(St. and Number) (City) (State) (Country)

MILITARY SERVICE FROM None TO _____ BRANCH OF SERVICE _____
(Date) (Date)

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

Secretary-Alameda, U. S. Army in Force Central Command, Manila, Philippines, 1942-1945
San Francisco, U. S. Army, Nov. 1945 - Jan 1946

DEDC

MFNT

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

1. NAME None, no dependents other than wife RELATIONSHIP _____ AGE _____
 CITIZENSHIP _____ ADDRESS _____
(St. and Number) (City) (State) (Country)

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

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

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

FULL NAME James Dalton McCallister Sr.
(First) (Middle) (Last)

LIVING OR DECEASED Living DATE OF DECEASE _____ CAUSE _____

PRESENT, OR LAST, ADDRESS Box 130 Thonahale Texas USA
(St. and Number) (City) (State) (Country)

DATE OF BIRTH 12/18/01 PLACE OF BIRTH Walden, Oregon, USA
(City) (State) (Country)

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

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

OCCUPATION School Teacher LAST EMPLOYER Thonahale Sch of

EMPLOYER'S OR OWN BUSINESS ADDRESS Walden, Thonahale, Texas, USA
(St. and Number) (City) (State) (Country)

MILITARY SERVICE FROM None TO _____ BRANCH OF SERVICE _____
(Date) (Date)

COUNTRY _____ DETAILS OF OTHER GOVT. SERVICE, U. S. OR FOREIGN
None

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

FULL NAME Leatrice Boo McCallister
(First) (Middle) (Last)

LIVING OR DECEASED Living DATE OF DECEASE _____ CAUSE _____

PRESENT, OR LAST, ADDRESS Box 130 Thonahale Texas USA
(St. and Number) (City) (State) (Country)

DATE OF BIRTH 3/9/07 PLACE OF BIRTH Colony, Texas, U.S.A.

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

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

(4)

OCCUPATION Housewife LAST EMPLOYER None
 EMPLOYEE OR OWN BUSINESS ADDRESS _____
(St. and Number) (City) (State) (Country)
 MILITARY SERVICE FROM None TO _____ BRANCH OF SERVICE _____
 COUNTRY _____ DETAILS OF OTHER GOVT. SERVICE, U. S. OR FOREIGN
None

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

1. FULL NAME Dobby Rele McGord AGE 17
(First) (Middle) (Last)
 PRESENT ADDRESS Box 236 Franklin North VA U. S.
(St. and Number) (City) (State) (Country) (Citizenship)
 2. FULL NAME William Gayle McGord AGE 8
(First) (Middle) (Last)
 PRESENT ADDRESS Box 236 Franklin North VA U. S.
(St. and Number) (City) (State) (Country) (Citizenship)
 3. FULL NAME George Lee Boys AGE 25
(First) (Middle) (Last)
 PRESENT ADDRESS Box 304 Holliday North VA U. S.
(St. and Number) (City) (State) (Country) (Citizenship)
 4. FULL NAME _____ AGE _____
(First) (Middle) (Last)
 PRESENT ADDRESS _____
(St. and Number) (City) (State) (Country) (Citizenship)
 5. FULL NAME _____ AGE _____
(First) (Middle) (Last)
 PRESENT ADDRESS _____
(St. and Number) (City) (State) (Country) (Citizenship)

SEC. 8. FATHER-IN-LAW

FULL NAME Robert (None) Boyer
(First) (Middle) (Last)
 LIVING OR DECEASED Living DATE OF DECEASE _____ CAUSE _____
 PRESENT, OR LAST, ADDRESS 313 North 17th St. Franklin North VA
(St. and Number) (City) (State) (Country)
 DATE OF BIRTH 11/27/07 PLACE OF BIRTH Dumott County North VA
(City) (State) (Country)
 IF BORN OUTSIDE U. S. INDICATE DATE AND PLACE OF ENTRY _____
 CITIZENSHIP US WHEN ACQUIRED: Birth WHERE? _____
(City) (State) (Country)
 OCCUPATION Farmer LAST EMPLOYER None



SEC. 9. MOTHER-IN-LAW

FULL NAME Sarah Ev Barry
(First) (Middle) (Last)
 LIVING OR DECEASED Living DATE OF DECEASE _____ CAUSE _____
 PRESENT, OR LAST, ADDRESS 013 North 17th Street, Houston, Texas, USA
(St. and Number) (City) (State) (Country)
 DATE OF BIRTH 1/19/25 PLACE OF BIRTH Houston, Texas
 IF BORN OUTSIDE U. S. INDICATE DATE AND PLACE OF ENTRY NA
 CITIZENSHIP US WHEN ACQUIRED? Birth WHERE? _____
(City) (State) (Country)
 OCCUPATION Housewife LAST EMPLOYER Unknoval

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

1. NAME None RELATIONSHIP _____ AGE _____
 CITIZENSHIP _____ ADDRESS _____
(St. and Number) (City) (State) (Country)
 2. NAME _____ RELATIONSHIP _____ AGE _____
 CITIZENSHIP _____ ADDRESS _____
(St. and Number) (City) (State) (Country)
 3. NAME _____ RELATIONSHIP _____ AGE _____
 CITIZENSHIP _____ ADDRESS _____
(St. and Number) (City) (State) (Country)

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

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

SEC. 12. POSITION DATA

A. KIND OF POSITION APPLIED FOR Agent, Internal Security Agency

B. WHAT IS THE LOWEST ANNUAL ENTRANCE SALARY YOU WILL ACCEPT? Also Accounting Salary \$4200
(You Will Not Be Considered For Any Position With A Lower Entrance Salary.)

C. IF YOU ARE WILLING TO TRAVEL SPECIFY: OCCASIONALLY _____

FREQUENTLY _____, CONSTANTLY X

D. CHECK IF YOU WILL ACCEPT APPOINTMENT, IF OFFERED: IN WASHINGTON, D. C. X

ANYWHERE IN THE UNITED STATES X, OUTSIDE THE UNITED STATES X

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

SEC. 13. EDUCATION

ELEMENTARY SCHOOL Northland ADDRESS Chicago, Illinois, USA
(City) (State) (Country)

DATES ATTENDED 1934-36 GRADUATE? yes

HIGH SCHOOL Wheat ADDRESS Chicago, Illinois, USA
" Lectra " Lectra, Illinois, USA (Country)

DATES ATTENDED McLean, 1936-39 GRADUATE? Undergraduate
" " Lectra, 1939-1940 " yes

COLLEGE Illinois ADDRESS Urbana, Illinois, USA
(City) (State) (Country)

MAJOR AND SPECIALTY Business, Illinois YEARS COMPLETED 2-1940-1942

DATES ATTENDED Jan. 1946 - May 1946 DEGREE no, undergraduate

COLLEGE University of Iowa ADDRESS Iowa, Iowa, USA
(City) (State) (Country)

MAJOR AND SPECIALTY Business Administration YEARS COMPLETED 4

DATES ATTENDED 9/6 to 10/40 DEGREE Doctor of Business Administration

CHIEF UNDERGRADUATE COLLEGE SUBJECTS Accounting, General Business

CHIEF GRADUATE COLLEGE SUBJECTS _____

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

U. S. Army Air Corps 2nd Lieutenant 11/23/42-11/11/45
 (Rank) (Dates of Service)
 Las Vegas, Nevada 10-3092263 Honorable Cert. of Service
 (Last Station) (Serial Number) (Type of Discharge)

REMARKS:

SELECTIVE SERVICE BOARD NUMBER 119 ADDRESS Austin, Texas

IF DEFERRED GIVE REASON Classified V-A

INDICATE MEMBERSHIP IN MILITARY RESERVE ORGANIZATIONS Member USAF
 Volunteer Air Reserve, Hamilton Air Force Base, Calif.

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

FROM 2/51 TO Present CLASSIFICATION GRADE (IF IN FEDERAL SERVICE) NA

EMPLOYING FIRM OR AGENCY self

ADDRESS 320 Pacific Ave, Alameda, California USA
 (St. and Number) (City) (State) (Country)

KIND OF BUSINESS Credit Org. NAME OF SUPERVISOR NA

TITLE OF JOB Manager SALARY \$ 3000 PER ANNUM

YOUR DUTIES Install credit systems for retail business firms

REASONS FOR LEAVING To re-enter investigative field

FROM 10/43 TO 7/51 CLASSIFICATION GRADE (IF IN FEDERAL SERVICE) GS-10

EMPLOYING FIRM OR AGENCY Federal Bureau of Investigation

ADDRESS Washington, D. C. USA
 (St. and Number) (City) (State) (Country)

KIND OF BUSINESS Investigative NAME OF SUPERVISOR (last)

TITLE OF JOB Special Agent SALARY \$ 5000 PER ANNUM

YOUR DUTIES To investigate violations of Federal Law.

REASONS FOR LEAVING To enter private business

(8)

FROM 1/1 TO 10/13 CLASSIFICATION GRADE (IF IN FEDERAL SERVICE) IA

EMPLOYING FIRM OR AGENCY University of Texas

ADDRESS Austin, Texas (City) (State) (Country)

KIND OF BUSINESS University NAME OF SUPERVISOR IA

TITLE OF JOB Student SALARY: IA PER

YOUR DUTIES Full-time student

REASONS FOR LEAVING accepted position with FDI

FROM 3/57 TO 3/60 CLASSIFICATION GRADE (IF IN FEDERAL SERVICE) IA

EMPLOYING FIRM OR AGENCY Veterans Housing Office, University of Texas

ADDRESS Austin, Texas (City) (State) (Country)

KIND OF BUSINESS Vet. Housing NAME OF SUPERVISOR P. C.

TITLE OF JOB Assistant Manager SALARY: 1320 PER QUIN (part-time)

YOUR DUTIES assist manager in operation of nine veterans' dormitories located on University of Texas campus. Position was part-time while attending the University of Texas

REASONS FOR LEAVING To devote full time to studies just prior to graduation.

FROM 11/13 TO 11/15 CLASSIFICATION GRADE (IF IN FEDERAL SERVICE) IA

EMPLOYING FIRM OR AGENCY U. S. Army Air Corps

ADDRESS IA (City) (State) (Country)

KIND OF BUSINESS IA NAME OF SUPERVISOR

TITLE OF JOB Bombardier SALARY: 1970 PER QUIN

YOUR DUTIES Aircraft Observer-bombardier performing duties of operation of bombing and navigation equipment aboard aircraft of U. S. Army Air Corps.

REASONS FOR LEAVING Conv. of Government

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

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

SEC. 17. GENERAL QUALIFICATIONS

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

LANGUAGE None SPEAK READ WRITE
LANGUAGE SPEAK READ WRITE
LANGUAGE SPEAK READ WRITE

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

Boxing-good prof.; baseball-good prof.; tennis-good prof.;
football-fair prof.; golf-fair prof.

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

Trained as Radio Technician in FBI, capable of operating
short-wave radio by voice or c.w., encoding or decoding
messages related thereto, and trained in monitoring and
identifying clandestine enemy radio stations in cold war II.

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

Operate short-wave radio by voice or c.w. Code speed of
25 words per minute.

APPROXIMATE NUMBER OF WORDS PER MINUTE IN TYPING 45 SHORTHAND

(10)

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

IF YES, INDICATE KIND OF LICENSE AND STATE

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

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

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

.....

.....

.....

.....

.....

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

No

.....

.....

.....

.....

.....

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

No

.....

.....

.....

.....

.....

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

	Street and Number	City	State
1. Dr. Goo Derbyshire	BUS. ADD. 531 - 22nd St., Oakland, Calif. RES. ADD. 977 - Woodland Ave., Oakland, Cal.	Oakland	Calif.
2. Paul A. Martin	BUS. ADD. RES. ADD. 320 Pacific Ave., Alameda, Cal.	Alameda	Cal.
3. P. C. McDonnell	BUS. ADD. c/o Veterans Housing Office, Univ. RES. ADD. 0, Texas, Austin, Texas	Austin	Texas
4. W. G. Martin	BUS. ADD. c/o Electric State Bank, Electric, RES. ADD. Texas	Electric	Texas
5. Dr. C. C. Hayley	BUS. ADD. c/o Drs. Harbison and Hayley, RES. ADD. Wichita Falls, Texas	Wichita Falls	Texas

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

	Street and Number	City	State
1. Mr. Wood Long	BUS. ADD. Rural Route, Rio Hondo, Texas RES. ADD.	Rio Hondo	Texas
2. Thomas Clifton	BUS. ADD. Box 267 RES. ADD. 520	Washford	Texas
3. Richard Hill	BUS. ADD. RES. ADD. 631 Fairbridge, Alameda, Cal.	Alameda	Cal.
4. Bruno England	BUS. ADD. RES. ADD. 1132 Fourth St., Alameda, Cal.	Alameda	Cal.
5. Mrs. G. F. McCallly	BUS. ADD. RES. ADD. 2007 Salado St., Austin, Texas	Austin	Texas

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

	Street and Number	City	State
1. Mrs. P. Martin	BUS. ADD. RES. ADD. 320 Pacific Ave, Alameda, Cal.	Alameda	Cal.
2. Alexander Olijennyk	BUS. ADD. RES. ADD. 3207 Pacific Ave, Alameda, Cal.	Alameda	Cal.
3. Mrs. Margaret Dowlen	BUS. ADD. RES. ADD. 6131 Pacific Ave, Alameda, Cal.	Alameda	Cal.

SEC. 21. FINANCIAL BACKGROUND

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

B. NAMES AND ADDRESSES OF BANKS WITH WHICH YOU HAVE ACCOUNTS Bank of America, San Francisco, Calif.

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

- D. GIVE THREE CREDIT REFERENCES--IN THE U. S.
1. NAME PERSONAL BANKING CO. ADDRESS 1001 Broadway, Berkeley, Calif.
(Name and Number) (City) (State)
 2. NAME A. G. Craywell Co. ADDRESS 700 1st Broadway, Oakland, Cal.
(Name and Number) (City) (State)
 3. NAME Merchants and Traders Co ADDRESS 2035 Telegraph Ave., Oakland, Cal
(Name and Number) (City) (State)

SEC. 22. RESIDENCES FOR THE PAST 15 YEARS

- FROM 1/30 TO Present 2500 Pacific Ave., Berkeley, Calif., USA
(St. and Number) (City) (State) (Country)
- FROM 7/30 TO 1/30 2300 Kensington St., Berkeley, Calif., USA
(St. and Number) (City) (State) (Country)
- FROM 1/30 TO 7/30 70-10th Ave., San Diego, Calif., USA
(St. and Number) (City) (State) (Country)
- FROM 10/30 TO 1/30 1015 N. Capital St., Washington, D. C.
(St. and Number) (City) (State) (Country)
- FROM 6/30 TO 10/30 2302 San Antonio St., Austin, Texas, USA
(St. and Number) (City) (State) (Country)
- FROM 9/30 TO 6/30 17th Street, C. Austin, Texas, USA
(St. and Number) (City) (State) (Country)
- FROM 11/30 TO 9/30 Chicago, Illinois, USA
(St. and Number) (City) (State) (Country)
- FROM 11/30 TO 11/30 U.S. Army, Ft. Worth
(St. and Number) (City) (State) (Country)

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

- A. FROM 6/1/39 TO 6/29/39 Mexico Vacation trip
(City or section) (Country) (Purpose)
- FROM TO
(City or section) (Country) (Purpose)
- FROM TO
(City or section) (Country) (Purpose)
- FROM TO
(City or section) (Country) (Purpose)
- FROM TO
(City or section) (Country) (Purpose)

SEC. 24. CLUBS, SOCIETIES, AND OTHER ORGANIZATIONS

LIST NAMES AND ADDRESSES OF ALL CLUBS, SOCIETIES, PROFESSIONAL SOCIETIES, EMPLOYEE GROUPS, ORGANIZATIONS OF ANY KIND (INCLUDE MEMBERSHIP IN, OR SUPPORT OF, ANY ORGANIZATION HAVING HEADQUARTERS OR BRANCH IN A FOREIGN COUNTRY) TO WHICH YOU BELONG OR HAVE BELONGED:

1. Air Honorwo Association, Univ. of Texas Chapter, Austin, Texas, USA
(Name and Chapter) (St. and Number) (City) (State) (Country)
DATES OF MEMBERSHIP: 9/30 to 9/30
2.
(Name and Chapter) (St. and Number) (City) (State) (Country)
DATES OF MEMBERSHIP:
3.
(Name and Chapter) (St. and Number) (City) (State) (Country)
DATES OF MEMBERSHIP:





4. (Name and Chapter) (St. and Number) (City) (State) (Country)

DATES OF MEMBERSHIP:

5. (Name and Chapter) (St. and Number) (City) (State) (Country)

DATES OF MEMBERSHIP:

6. (Name and Chapter) (St. and Number) (City) (State) (Country)

DATES OF MEMBERSHIP:

7. (Name and Chapter) (St. and Number) (City) (State) (Country)

DATES OF MEMBERSHIP:

Sec. 25. MISCELLANEOUS

A. DO YOU ADVOCATE OR HAVE YOU EVER ADVOCATED; OR ARE YOU NOW OR HAVE YOU EVER BEEN A MEMBER OF, OR HAVE YOU SUPPORTED, ANY POLITICAL PARTY OR ORGANIZATION WHICH ADVOCATES THE OVERTHROW OF OUR CONSTITUTIONAL FORM OF GOVERNMENT IN THE UNITED STATES? NO

IF "YES," EXPLAIN:

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

C. HAVE YOU EVER BEEN ARRESTED, INDICTED OR CONVICTED FOR ANY VIOLATION OF LAW OTHER THAN A MINOR TRAFFIC VIOLATION? IF SO, STATE NAME OF COURT, CITY, STATE, COUNTRY, NATURE OF OFFENSE AND DISPOSITION OF CASE: NO

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

E. LIST BELOW THE NAMES OF GOVERNMENT DEPARTMENTS, AGENCIES OR OFFICES TO WHICH YOU HAVE APPLIED FOR EMPLOYMENT SINCE 1940: Federal Bureau of Investigation

U. S. Civil Service Commission

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

Federal Bureau of Investigation, August, 1940

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

NAME Sarah Ruth McCord RELATIONSHIP Sec
ADDRESS 320 Pacific Avenue Alameda California USA
(St. and Number) (City) (State) (Country)

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

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

no

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

SIGNED AT Alameda, California DATE May 16, 1951
(City and State)

Sarah Ruth McCord James Walter McCord Jr.
(Witness) (Signature of Applicant)

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

Sec. 15 (cont.)

FROM 8/2/43 TO 12/19/43 CLASSIFICATION GRADE SA-5

EMPLOYING FIRM OR AGENCY Federal Bureau of Investigation

ADDRESS Washington D. C., USA

KIND OF BUSINESS Federal Investigative Agency

SUPERVISOR H. H. V. Coffey (last)

TITLE OF JOB Radio Technician SALARY \$2450 per annum

MAJOR DUTIES Send and receive messages by radio by voice or c. w., encode and decode messages, monitor and identify clandestine enemy radio stations.

REASON FOR LEAVING On military leave to enter U. S. Army Air Corps.

FROM 1/1 to 3/43 CLASSIFICATION GRADE SA

EMPLOYING FIRM OR AGENCY Electra St to Bank

ADDRESS Electra Texas

KIND OF BUSINESS State Bank SUPERVISOR W. C. Martin

TITLE OF JOB Bookkeeper SALARY \$1200 per annum

MAJOR DUTIES Posted bank ledger and at tenant accounts and assisted in preparation of financial statements.

REASON FOR LEAVING To accept better paying position with FBI

FROM 5/10 to 1/1 CLASSIFICATION GRADE SA

EMPLOYING FIRM OR AGENCY Tomlinson and Son

ADDRESS Electra Texas

KIND OF BUSINESS Retail Chain Store SUPERVISOR E. I. L. CLAYTON

TITLE OF JOB Clerk SALARY \$600 per annum, part-time

REASON FOR LEAVING To accept full-time and better paying position with the Electra St to Bank, Electra, Texas.

FROM 5/36 to 5/40 High Sch of Student, see Sec. 13 MEMORANDUM

SEC. 22 LEAVING STATE . SEE 15 Texas (cont.)

From 8/42 to 11/43	231 Massachusetts Ave, N. W., Washington, D. C.
From 9/37 to 7/42	201 West Elm St., Electra, Texas
From 9/36 to 9/39	not recalled Kotterville, Texas

CONFIDENTIAL

DATE 21 May 1962

PROT. 2-215

TO : Chief, CS

Director of Security

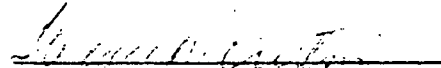
Director of Personnel

FROM : Chief, Communications Security Staff

SUBJECT: Notification of Cryptographic Clearance - James W. McFord, Jr.

1. Subject employee has been granted a cryptographic clearance under the provisions of CIA Regulation 90-500. Clearance is effective 23 May 62.
2. Subject has been informed of the granting of clearance, has been briefed concerning cryptographic and related communications security matters, and has signed a Briefing Statement acknowledging responsibility for the protection of cryptographic information.
3. When Subject employee no longer requires the clearance in order to perform his assigned duties, it is requested that the Communications Security Staff (2411 "I" Bldg., Ext. 3021) be notified by Chief, CS, that the clearance may be revoked.

FOR THE CHIEF, COMMUNICATIONS:


Chief, Protective Branch

Distribution:

- 1 - Chief, CS
- 1 - Security Office (Briefing Statement attached)
- 1 - Personnel Office
- 1 - CC-S/PROT File

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SECURITY APPROVAL

Date: 14 August 1951

Your reference:

Case Number: 52049

TO : Chief, Employees Division
 Special Support Staff
 FROM : ~~Chief, Security Division~~
 Chief, Special Security Division
 SUBJECT: McCORD, James Walter, Jr.

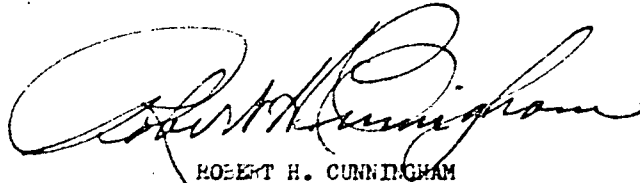
1. Note "X" below:

Security approval is granted subject for access to classified information.

Provisional clearance for full duty with CIA is granted under the provisions of paragraph 4, Administrative Instruction 10-2, which provides for a temporary appointment pending the completion of full security investigation.

2. Unless the applicant enters upon duty within 60 days from above date, this approval becomes invalid.

3. Subject is an applicant for a position in I & S.


 ROBERT H. CUNNINGHAM

M

*Dr. Kuyper
17 Aug*

~~CONFIDENTIAL~~



3rd Agency material
enveloped at request
of Office of Security