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SECRET

PHILLIPS, DAVID A. TENNIGH RE345

CENTRAL INTELLIGENCE AGENCY WASHINGTON, D.C. 20505

2 February 1976

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

Dear Dave:

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

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

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

Sincerely,

B. Defelice

Acting Director of Personnel

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

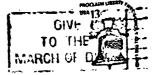
David Atlee Phillips

4 Facusary 1971

ALD THANKS

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





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

MEMORANDUM FOR:

Addresses for former Agency employees organizations:

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

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

Date

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

Dear Dave:

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

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

Sincerely,

P. W. M. Janney Director of Personnel

Orig - Addressee

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

10 June 1975

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

Dear Dave:

14-00000

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

Sincerely,

141 43.00

W. E. Colby Director

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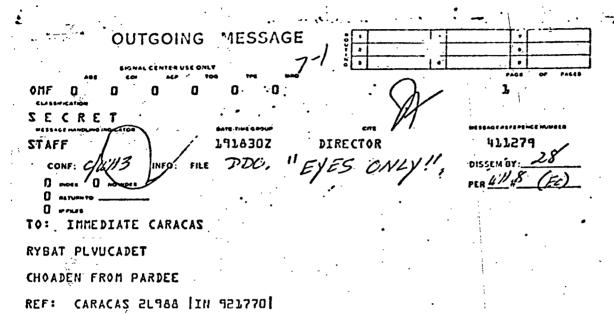
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SECRET



- L. I AM PLEASED TO INFORM YOU THAT YOU HAVE BEEN SELECTED AS CHIEF, WH DIVISION. YOUR APPOINTMENT WILL BE EFFECTIVE AT SUCH TIME AS YOU (AND YOUR FAMILY) CAN CONVENIENTLY RETURN TO THE WASHINGTON AREA. DEPARTMENT OF STATE ORDERS FOR YOUR MOVE WILL BE REQUESTED ON A PRIORITY BASIS ON AND MAY. WOULD APPRECIATE YOUR TENTATIVE SCHEDULE AS SOON AS PRACTICABLE.
- 2. YOUR SELECTION WILL BE ANNOUNCED EARLY THIS NEXT WEEK.

 THEREFORE, YOU SHOULD FEEL FREE TO INDICATE TO UNOMEVER YOU FEEL

 NECESSARY LOCALLY THE REASON FOR YOUR RETURN AND WHAT YOUR NEXT

 ASSIGNMENT WILL BE.
- 3. I WANT TO EXTEND MY PERSONAL CONGRATULATIONS ON YOUR SELECTION. I AM SURE YOU WILL HANDLE THIS VERY IMPORTANT ASSIGNMENT WITH THE SAME KIND OF EXCELLENCE. DEDICATION AND LEADERSHIP THAT HAVE CHARACTERIZED YOUR PAST ASSIGNMENTS.A

DATE: L9 MAY 1973

ORIG: JAMES H. FLANNERY

UNIT: AC/UHD

EXT: 3,366

Director of Personnel

 $\frac{5/23/73}{\text{Date}}$

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MEMORANDUM FOR: Director of Central Intelligence

THROUGH

Deputy Director for Plans

SUBJECT

Appointment of Mr. David A. Phillips, as Chief of Station, Caracas, Venezuela

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

2. Mr. Phillips has been with the Agency since 1952, first in a contract capacity, and since April 1955 as a staff employee. He is currently serving as Chief of Station in Brazil. He previously served as COS, Santo Domingo and in Mexico City, Havana, Beirut, Guatemala, and Santiago. Mr. Phillips has a strong command of both Spanish and Portuguese. A biographic profile including information regarding his Agency experience and training is attached.

Chief • Western Hemisphere Division

1 Attachment
Biographic Profile (Parts 1 and 2)

APPROVAL RECOMMENDED:

Deputy Director for Plans

Date

SECRET

-2-

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

The recommendation in paragraph 1 is APPROVED:

Director of Central Intelligence

19 Jan 72

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Eyes andy Proceed milled

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Soon thry, FNC TO: (Officer designation, norm number, and building) FICENIA ARE Chirifman, FNC 2. ADDP 4.	OFFICER INITIAL	COS, Rio de Janeiro is a GS-17 position. Er. Philipps' current assignment
Score trany, FNC TO: (Officer designation, soom number, and building) FCCONTO RCR 1. Charleman, FNC 2. ADDP 4.	OFFICER WARDED	COS, Rio de Janeiro is a GS-17 position. Er. Philipps' current assignment
1. Chairman, PrC 2. ADDP 4.	CICRA	COS, Rio de Janeiro is a GS-17 ponition. Mr. Philipps' current assignment
Chairman, PVC 2. ADDP 4. DDP		Mr. Philipps' current assignment
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ADDP 4. 5. DDP		
5. DDP	1	previous oversens tours in WH Div including a tour as Chief of Stat Santo Domingo, qualify him for the
DOP		proposed assignment as Chier of Station, Rio de Janeiro.
6.		He will enter Portuguese language training this fall which should provide adequate exposure to make
·.		the transition from Spanish which he speaks with native fluency.
X X X X X X X X X X X X X X X X X X X	.1	Mr. Phillips has been highly effective as a senior member of WH Div.
8. / / / / / / 1 CC. 8./5 /V	T K	Field. His relations with his co- workers and subordinates have alwa- been excellent and his limison wit
Chairman, 1903	150	State Department representatives a been marked by good will and mutual respect.
	2	NOTE: Above statement prepared by WH Division.
Secretary, 702 6610		Mr. Galagen has been recalled from the Station. The DCOS Mr. Stewart
-		O. Murton, GS-15, will serve as Acting COS until the arrival of Mr. Zuillips in January 1970.
		7
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DEMORANDUM FOR: Director of Central Intelligence

THROUGH!

: Deputy Director for Plans

BULJECT

- : Appointment of Mr. David A. Phillips as Chtef of Station, Rio de Janeiro, Brazil
- 1. The appointment of Mr. David A. Phillips, GS-16, an Chief of Station, Tilo de Janeiro, effective on or about 15 January 1970 is recommended. Air. Phillips would replace. Mr. Robert D. Gahagen.
- 2. Mr. Phillips has been an employee of the Agency since 1651 initially in a contract capabity. He has served in Santiago, Gentemala City, Havana, Betrut, Mexico City and most recently as Chief, Calan Operations Group. Mr. Phillips to fluent in the Spanish language and is scheduled for two months of full-time Portuguese training immediately prior to his departure. A bic graphic profile including information regarding his Lyoney experience and training is attached.

Signed William V. Bros

William V. Droa Chief Western Memisphere Division

Attachment Diographic Profile (Parts 1 and 2)

SUDJACT: Appointment of Mr. David A. Phillips as Chief of Station, Ris de Janeiro, Prazil

AI PROVAL RECOURSEDED:

|s/ Thomas II. Maramassines

Deputy Director for Plans

Date

The recommendation in paragraph one is APPROVED:

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Director of Control Intelligence-

Date

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DDF/WW/PERS/PFMLCDOUGALMajr/0815 (5 August 1000)

23 October 1968

MEMORANDUM FOR: Secretary, Clandestine Services

Career Service Board

SUBJECT

: Recommendation for Promotion to

GS-16: David A. Phillips

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

2. Mr. Phillips stands out among his peers as a true Clandestine Services operator. He has had a range of operational assignments enjoyed by few Clandestine Services officers. He served in Cuba, Guatemala, Beirut, Chile, Mexico and the Dominican Republic. His functional assignments have included Contract Agent, Operations Officer under both unofficial and official cover, Chief of Station, and he is currently assigned as Chief, Cuban Operations Group. In regard to his tour as Chief of Station, Santo Domingo, I cite the following quote made by Dr. Hector Garcia-Godoy, Provisional President of the Dominican Republic, concerning the turbulent events in his country during his tenure:

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

2939:00 6 -

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

William V. Broe

Chief

Western Hemisphere Division

27 February 1969

MEMORANDUM FOR: Chief, WH Division

SUBJECT:

- ; ;

Briefing at DO Base Chiefst Conference by Mr. David A. Phillips

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

Gorden L. Jorgensen

Chief, Do Division -

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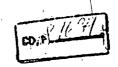
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VOICE OF AMERICA UNITED STATES INFORMATION AGENCY WASHINGTON D.C. 20547



April 15, 1968

Dear Dave:

I thought you would be pleased about a reference to you which came up in the course of a longish conversation last night with Dr. Hector Garcia-Godoy, former President of the Dominican Republic and now Ambassador here, about the turbulent events in his country three years ago.

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

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

Cordially,

Richard G. Cushing Deputy Director

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

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25 October 1966

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MEMORANDUM FOR:

THROUGH

SUBJECT : Notification of Designation as a Participant in the Organization

Retirement and Disability System

REFERENCE

Book Dispatch 5096 dated 12 August 1965

1: You have been found to be qualified as a participant in the Organization Retirement and Disability System and have been so designated effective 23 October 1966.

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

RICHARD B. EGAN

SECRET



24 October 1966

MEMORANDUM FOR: Chief, WH Division

THROUGH

: Deputy Director for Plans

SUBJECT

: Commendation

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

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

Muhandhlum ---

Richard Helms
Director of Central Intelligence



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

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CENTRAL INTELLIGENCE AGENCY WASHINGTON, D.C. 20505

TO : David A. Phillips

SUBJECT: TDY in the Dominican Republic

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

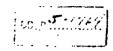
Many fine things were done in the Station and in the hinterland by all of you. Manning the check-points under fire, flying to remote and hostile villages, moving tons of supplies through the gauntlet of the communications line, toiling over midnight reports, and keeping open our country's only commo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

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

Michaelletins

Richard Helms
Deputy Director of Central Intelligence

S-E-C-R-E-T



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65-1911

MEMORANDUM FOR: Deputy Director of Central Intelligence

VIA

14-00000

: Deputy Director for Plans

SUBJECT

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

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

Desmond FitzGerAld
Chief
Western Hemisphere Division

1 Attachment Biographic Profile (Part 1)

APPROVAL RECOMMENDED:

Deputy Director for Plans

(bate)

The recommendation in paragraph 1 is APPROVED:

Depty Director of Central Intelligence

(Date) 1965

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29 June 1961

MEMORANDUM FOR THE RECORD

SUBJECT: David A. Phillips

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

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

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

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

Mait Rosp

JA 6 3 53 FH '61

Mr. Paillips
Thru C/WH
~OP/RSD

ec: AsiA (Pere)

Atta Panel A

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1 June 1961

MEMORANDUM FOR: Chief, Finance Division

FROM

Chief, WH/4/Support

SUBJECT

Premium Pay

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

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

PETERS, John D. PHILIPS, David A. PIEDMONTE, Robert P. REYNOLDS, Robert

> WILLIAM E. EISEMANN Chief, WH/L/Support

Distribution:

2 - Chief, Finance Division (ea. employee)

2 - Director of Personnel (ea. employee)

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FORM NO 1152

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OFFICE OF PERSONES

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Office Memorandum . United states government

TO: File

DATE: 18 March 1960

FROM 1

SUBJECT:

PHILLIPS, DAVID A.

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

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

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

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Starid Philesps Per m. Washerks X8x fr Philups is presently contract light. DDP approved per Brisule vin Casu. live he have to Edd Imarch. WH - has already contacted Swinty and They will grant clearance, subject to poly. Kinney (mc) has capies of 89 (on Phinip wife and chiamas) ith pays ate to notes an dety, but will be subject to medial when and Oblices ince he in (2 per) mon. for TOY and wice here poly at That time (1:00 p

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REPORT OF	SEPARAT	ION	SERV	18 August	
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PORM NO. 971 REPLACES FORM ST. 154 1 MAY 96 971 WHICH IS OSSOLETE

SECRET

14

Office Memorandum . United states government

TO : The record

DATE: 15 Aug 58

FROM : Dorothy S. Kreinheder/CFD(Staff Agent Branch)

SUBJECT:

William Parties

1. This is certification that during the Personnel interview with Mr. on 7 Aug 58 he specifically stated that he did not want an SF-8(Quemployment Compensation Program) sent to the DDP/NEA Division.

2. Subject coordinated with CCB 7 Aug 58 ro: retirement(all services were being combined and sent to the CSC)

3. Subject had intention of checking B & C re: Hospitalization, Mutual Insurance & Conversion of PEGLI.

Dorothy & Ereinhoder

I recent from Entras literations legouser effective was of Descences Wednes, 2m, 137N 51 august, 1955

Dans 6 Than

4824 WASHBURN ST. FORT WORTH, TEXAS

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ROUTING AND RECORD SHEET

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

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ROUTING AND RECORD SHEET

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

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MEMORANDUM FOR: Chief, Finance Division

SUBJECT:

Equalization Allowance Adjustment for Pullyse

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

SIGNED

Louis W. Armetrong Chief, Contract Personnel Division

Distribution:

Orig. and 1 - Addressee

2 - NEA Division

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SECHET

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

2 7 JUN 1957

MEMORANDUM FOR: Chief, Contract Personnel Division

ATTENTION

FROM

Deputy Director of Security (Investigations

and Support)

SUBJECT

- 1. Reference is made to the memorandum dated 18 June 1957 in which a covert security clearance was requested to permit the Subject's conversion from an Ops Officer (FP), GS-14, DDP/WH, Branch III, Havana, Cuba, to an Ops Officer (PP), GS-14, DDP/NEA, Egypt and Arab States Branch, Project PECTATE, Beirut, Lebanon.
- 2. In accordance with the provisions set forth in the Director's Memoranaum of 14 February 1949 entitled, "Security and Operational Clearances," a covert security clearance is granted for the use of the Subject, as described in your request as set forth in paragraph 1, above. For administrative purposes only, this clearance is effective as of 15 June 1957.
- 5. Subjects of covert security clearances are not to represent themselves as, nor are they to be represented as, employees of CIA.
- 4. Your attention is called to the fact that a covert security clearance does not constitute complete compliance with the provisions of CIA Regulation 10-210. Therefore, if you should desire at a later date to change the status or use of this individual, a request for clearance to cover any proposed change should be submitted to this office.
- 5. This clearance becomes invalid in the event the Subject's services are not utilized within 60 days of the date of this memorandum.

FOR THE DIRECTOR OF SECURIT::

Best N. Cuming ham Robert H. Cunningham

S-E-C-R-E-T

Date. 18 June 1957

MEMORANDUM FOR; Chief, Special Security Division

FROM

. Chief, Special Contracting, Allowances &

Processing Staff, Wing 2F Curic Hall Lineal Philippe

SUBJECT

(P); Your Number 40696

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

Ops Officer(PP) OS-14 DDP/WH Branch III	Position Title Grade & Salary Organ Designation Headquarters	Ops. Off(PP) GS-14 DDP/NEA Egypt & Arab States Branch Project PECTATE
Havana, Cuba	Field or Hatrs.	Beirut, Lobanon

2. Changes other than specified above:

Cover is Commercial

Case Officer: Robert S. Goralski X3548

3. The proposed effective date of this change is. 16 June 1957(Por Pinancial

and Administrative reasons.

Please phone verbal concurrence to Dot Kreinheder X3585

LOUIS W. ARMSTRONG

Ochal Consurrence

SECRET

ME MORANDUM FOR:

Chief, Finance Division

SUBJECT:

Equalisation Allowance Adjustment for

Phillips , Howard

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

SIGNED

RALPHS. POLLOCK Chief, Contract Personnel Division

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

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26 April 1957

HELIOGRANDUM POR I Deputy Director for Investigations à Operational Support

TIR OUGH

Subject

Contract Personnel Division
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Pseudenym

REFERENCE

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

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

/a/ J. C. KING Chief, WHD

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

SECRET

26 April 1957

MEMORANDUM FOR: Deputy Director for Investigations

& Operational Support

TIRU H:

Contract Personnel Division .

SUBJECT:

14-00000

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REFERENCE:

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

The pseudonym of subject of reference has been changed to

J. C. KING Chief, WAD

MEMORANDUM FOR: Chief, Fi

Chief, Finance Division

SUBJECT:

Equalization Allowance Adjustment for

Phillips, Harrid

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

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

RALPH S. POLLOCK
Chief, Contract Fersonnel Division

MEMORANDUM FOR: Chief, Finance Division

SUBJECT:

Equalization Allowance for

Philips Dived

- i. Subject individual is authorized an equalization allowance at the rate of \$950 per annum upon his arrival at Beirut, Lebanon.
- 2. All other terms and conditions of the original authorization remain in full force and effect.



Louis W. Armstrong Chief, Contract Personnel Division

Distribution:

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aih - 2 July 1957

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TIS FORBIDDEN TO MAKE A COPY OF THIS MESSAGE

ALL DESCRIPTIONS

Office Memorandum . UNITED STATES GOVERNMENT

Chief, Contract Personnel Division

MAR 20 1955

FROM : Dejuty Director of Security (Investigations and Support)

SUBJECT: Philips Havid

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

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

FOR THE DIRECTOR OF DECEMITY:

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NOTIFICATION OF ESTABL JHMENT OR CANCEL OF OFFICIAL COVER BACKSTOP	LATION .	27 July 1973	2500
x CHIEF, CONTROL DIVISION, OP		391-24-4032	
CHIEF, CONTRACT PERSONNEL DIVISION	N, OP	024345	· ,
x CHIEF, OPERATING COMPONENT (For ac	tion) WH	ID CARD HUMBER	
ATTN: Chief Support Staff		* X ESTABLISHED	-
REF: Form 1322 dated 7 Jun 73	OFFICIAL	DISCONTINUED	
Subject	UNIT		
PHILLIPS, DAVID A.	Depart	ment of State	
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ESTABLISHMENT OF OFFICIAL COVER BLOCK RECORDS	CANCELLATIO EFFECTIVE D	R OF OFFICIAL COVER UNBLO ATE:	CK RECORDS
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X (HHR 20-11)	HOSPITALIZA	TROUBCARD JES J	
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SUBMIT FORM 1323 FOR TRANSFERRING COVER RESPONSIBILITY. (HR 240-24)		• •	
X FAA. CATEGORY I CATEGORY II	•	•	
X SUBMIT FORM 2698 FOR AGE HOSPITALIZATION CAPD		•	İ
JAN 53-54-SANTIAGO/NOC MAY 54-FEB 56-NEW YORK/NOC FEB 56-APR 57-HAVANNA/NOC APR 57-JUL 58-BEIRUT/NOC AUG 58-MAR 60-HAVANNA/NOC MAR 60-22 AUG 61-HQS/NOC 23 AUG 61-JUL 65-MEXICO/STATE INT JUL 65-JUN 67-SANTO DOMINGO/STATE INT JUN 67-JUN 70-HQS/STATEINT JUN 70-14 JUN 73-BRAZIL/STATE INT	1		
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X CHIEF, CONTROL DIVISION, OP		391-24-4032	_
TC: CHIEF, CONTRACT PERSONNEL DIVIS	SION, OP	O24345	•
x CHIEF, OPERATING COMPONENT (For	eaction) LA	10 CARD NUMBER	
ATTN: CHIEF SUPPORT STAFF		ESTABLISHED	
REF: RETIREMENT	OFFIC)
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DAVID ATLEE PHILLIPS	DEI	PARTMENT OF STATE	
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SUBJECT WILL BE ACKNOWLEDGED AS CIA FOR ENTIRE PERIOD OF EMPLOYMENT BUT WILL NOT REVEAL SPECIFIC PLACES OR LOCATIONS OF COVER ASSIGNMENTS.			
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CCS-FILE .	HER OFFICIAL COVE	R BRANCH, COVER AND COM	PERCLA STAFF

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TC: (Check)		CHIEF, CONTRACT PERSONNEL DIVISI	on,	OP	024345			,
	X	CHIEF, OPERATING COMPONENT (For	net	ion) LA	ID, CARD	YUMRER		,
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NOT	IFICATION OF ESTABLISHM OF OFFICIAL COVE		TIÓN .	б.	2500
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TC:	CHIEF, CONTRACT PERSO	MNEL DIVISION,		MPLOYEL NUMBER	•
	CHIEF, OPERATING COMP	ONENT (For action	on)	D CARD NUMBER	
ATTN:	• /		1	' ESTABLISHED	•
REF:	<u> </u>		OFFICIAL COVER	DISCONTINUED	
SUBJECT			UNIT	- 	
~ D	AVID ATLEE PHILLIPS	•			-
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NOTIFICATION OF EST. SHMENT OR CANCELLATION OF OFFICIAL COVER BACKSTOP 27 July 1973 2500 x CHIEF, CONTROL DIVISION, OF 391-24-4032 (CANCELLA) CHIEF, CONTRACT PERSONNEL DIVISION, OP 024345 x CHIEF, OPERATING COMPONENT (For action) WH ATTN: Chief Support Staff REF: Form 1322 dated 7 Jun 73 DEPARTMENT OF OFFICIAL COVER DIVISION PHILLIPS, DAVID A. DEPARTMENT OF OFFICIAL COVER BLOCK RECORDS CANCELLATION OF OFFICIAL COVER UNBLOCK RECORDS ESTABLISHMENT OF OFFICIAL COVER BLOCK RECORDS CANCELLATION OF OFFICIAL COVER UNBLOCK RECORDS EFFECTIVE DATE N=2 LONG COVER PROVIDED EOD SUBMIT FORM 3254 TO BE ISSUED. (MIRE 20-14)
TO: Check) CHIEF, CONTRACT PERSONNEL DIVISION, OP CHIEF, CONTRACT PERSONNEL DIVISION, OP ATTN: Chief Support Staff REF: Form 1322 dated 7 Jun 73 SUBJECT PHILLIPS, DAVID A: Department of State CANCELLATION OF OFFICIAL COVER UNBLOCK RECORDS ESTABLISHMENT OF OFFICIAL COVER BLOCK RECORDS EFFECTIVE DATE: X BASIC COVER PROVIDED EOD SUBMIT FORM 3254 W-2
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X EAA. CATEGORY I CATEGORY II
X SUBMIT FORM 2688 FOR AGE HOSPITALIZATION CARD
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FOR PURPOSES OF THE FATE LABOR STANDARDS ACT. AS AMENDED. YOU ARE CESIGNATED EXEMPLY

EFFECTIVE DATE OF DESIGNATION: 01 MAY 1974.

PHILLIPS DAVID A

024345

41354523

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

EFFECTIVE CATE OF PAY ACJUSTMENT: 13 CCTUBER 1974

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. EFFECTIVE DATE OF PAY ADJUSTMENT: 14 CCTCRER 1973

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SERIAL GREN. FUNDS CH-STEP

NEW SALARY

PHILLIPS DAVID A

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EFFECTIVE DATE OF PAY ACJUSTMENT: 07 JANUARY 1973

NAME :

CRGN. FUNDS GRESTEP

NEW SALARY

PHILLIPS CAVID A

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EFFECTIVE MATE OF PAY ADJUSTMENTE O JANUARY 1972

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EFFECTIVE DATE OF PAY ADJUSTMENT: 10 JULY 1968

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

EFFECTIVE DATE OF PAY ADJUSTMENTS 3 JULY 1966

NAME

PHILLIPS CAVID A

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

SECRET

30 June 1966

MEMORANDUM FOR: Chief, TRB

SUBJECT

: Record of Contract Service for David A. Phillips

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

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

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

[emorandum

Chief, Contract Personnel Division

16 June 1966

Tary Pay Snink

FROM

Compensation and Tax Division-

Office of Finance

SUBJECT: Agency Service of David Atlee PFILITPS

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

Contract Agent:

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

net memo 6-30-ECD 25 January 1952 5 56000.00 P/A Term 31 August 1953 @ (6000.00 P/A o'k Contract Employee: ECD 4 Nerch 1954 57200.00 P/A

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

Staff Employee:

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

Staff Agent:

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

Tes. 13 August 1058 (11,835.0) P/A

Contract Agent:

EOD 19 August 1958 7,200.00 P/A Term. 13 Parch 1960 127,200.00 P/A

Staff Employee:

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

> ioseph h. lutso: Chief

Agent Payroll Branch

14-00000

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

EFFECTIVE DATE OF MAY ABBUST-ESTE IN DOTTION ANDD

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 NAME
 SCHIEL DIGN. FONDS GRAFTER SALARY SALARY

 PHILLIPS DAVID A
 624345 51 650 OF GS 15 + \$18,177 \$18,825

SECRET (When Filled In)

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GENERAL SCHEDULE RATES Federal Employees Salary Act of 1964

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GRADE -	1	2	3	4	5	6	7	8	9	10
GS- 1	\$3,385	\$3,500	\$3,615	\$3,730	\$3,845	\$3,960	\$4,075	\$4,190	\$4,305	\$4,420
GS- 2	3,680	3,805	3,930			4,305				
GS- 3	4,005	4,140	4,275	4,410	4,545	4,680	4,815	4,950	5,085	5,220
GS- 4	4,480	4,630	4,780	4,930	5,080	5,230	5,380	5,530	5,680	5,830
GS- 5	5,000	5,165	5,330		5,660	5,825	5,990	6,155	6,320	6,485
GS- 6	5,505	5,690	5,875	6,060	6,245	6,430	6,615	6,800	6,985	7,170
GS- 7	6,050	6,250	6,450	6,650	6,850	7,050	7,250	7,450	7,650	7,850
GS- 8	6,630	6,850	7,070	7,290	7,510	7,730	7,950	8,170	8,390	8,610
GS- 9	7,220	7,465	7,710	7.955	8,200			8,935	9,180	
GS-10	7,900	8,170	8,440	8,710	8,980		9,520		10,060	
GS-11	8,650						10,420			
GS-12										
GS-13	12,075	12,495	12,915	13,335	13,755	14,175	14,595	15,015	15,435	15,855
GS-14	14,170	14,660	15,150	15,540	16,130	16,620	17,110	17,600	18,090	18,580
GS-15	16,460	17,030	17,600	18,170	18,740	19,310	19,880	20.450	21,020	21,590
GS-16	18,935	19,590	20,245	20,900	21,555	22,210	22,865	23,520	24,175	
GS-17			22,945	23,695	24,445					
GS-18	24,500		1							

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

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NAME SERIAL ORGN FUNDS GROST SALARY

074545 51 700 CF G5 15 3 415,425

(When Filled In) MHC: 27 SEPT 63 NOTIFICATION OF PERSONNEL ACTION ODF 3 name (rasi siati mibore) 024345 PHILLIPS DAVID A 4 EFFECTIVE DATE S CATEGORY OF EMPLOYMENT 3 NATURE OF PERSONNEL ACTION 04 09 29 63 PROMOTION REGULAR 7. COST CENTER NO CHARGEABLE & CSC OR OTHER LEGAL AUTRORITY W 10 (F A to A FUNDS 50 USC 403 J 4135 5700 1000 ₹F 10 ¥ (F, 10 (F 9 ORGANIZATIONAL BISIGNATIONS 10 LUCATION OF OFFICIAL STATION DOP WH BRANCH 3 MEXICO CITY MEXICO CITY, MEXICO MEXICO STATION 11. POSITION TITLE 13 SERVICE DESIGNATION 12 POSITION NUMBER ATT POL OFF OPS OFFICER 0340 14. CLASSIFICATION SCHEDULE (65, 18, etc.) 15 OCCUPATIONAL SERIES 17 SAUST 68 PATE 0136.01 15 3 15525 18. BEHARKS MEXICO CITY, MEXICO SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL

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cf 8 64 700 024345 PHILLIPS DAVID A OLD SALARY BATE NEW SALARY BATE PSI LSI AGI GS 14 4 514,120 09/17/61 GS 14 5 514,545 09/15/63 5519 / NO EXCESS LWOP / IN PAY STATUS AT END OF WAITING PERIOD / LWOP STATUS AT END OF WAITING PERIOD AUDITED BY CLERKS INITIALS I CERTIFY THAT THE WORK OF THE ABOVE NAMED EMPLOYEE IS OF AN ACCEPTABLE LEVEL OF COMPETENCE. PAY CHANGE NOTIFICATION Descrip Previous 9 61 560

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Obsolete Previous Editions

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

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/S/ EMMETT D. FCHOLS
DIRECTOR OF PERSONNEL

NOTIFICATION OF PERSONNEL ACTION BWS: 15 APR 1960 3 Date Cl Birth 14 Vot. Prof 5. Sex 1. Serial No. 2. Name (Last-First-Middle) 10 31 22 524345 PHILLIPS DAVID A SCD 8. CSC Norms. 9. CSC Or Other Legal Authority 10. Apet. Alliday, 11 ILGLI 12. LCD 13. MH. SPT Yr. Yes-1 Cook Mo. Do. No. 95 Ms. Do Yr. Yos. 1 Code 02 12 54 Nc - 2 1 50 USCA 403 J PREVIOUS ASSIGNMENT 14. Organizational Designations 15. Location Of Official Station Station Code CS/CS DEVELOPMENT COMPLEMENT DOP WH DIVISION ASH., D.C. 75013 16. Dept. - Field 17. Position Title 18. Position No. N.9. Serv. 20. Occup. Series Dent - 1 Code UKlid - 3 Frgn - 5 031460 OPS OFFICER 0136.01 24. Date Ot G-14 195. 25 21. Grade & Step 22. Salary Or Rate 23. SD 03 14 60 02 17 61 0320 1998 14 3 \$ 11835 ACTION Ma Eti Dote 27. Nature Of Action Code EV. Type Or Embayore Code 30. Separation Data Ma Da. Yr. 10 | 17 | 60 | REGILAR REASSIGNAENT PRESENT ASSIGNMENT 31 Organizational Decanations Code | 38 Location Of Otheral Station Station Code DOP WH BRANCH 4 14617 75013 33. Pert. Field 34. Position Little ;35. Person No. 35. Serv. 37. Occup. Series Decr 1 Code UShd 3 1 OPS OFFICER C6.24 GS 0136.01 18. Grada & Step 39. Salary Or Rate 12 Appropriation Nu 13 Appropriation Nu 14 Appropriation Nu 17 60 09 17 61 0135 1000 1000 40. 50 43 Appropriation Number \$ 11835 14 3 D 44. Somares 11-21-60-WK

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ENTRAL INTELLIGENCE AGENC

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

4. PERSONNEL FOLDER COPY

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ATH, APRIL 1955
PROMULGATED BY.

B. STRIL STRUCE COMMUSION

CENTRAL INTELLIGENCE AGENCY

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4. PERSONNEL FOLDER COPY

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CHAPTER BL. (COSTAL PERSONNEL MANUAL

CENTRAL INTELLIGENCE AGENCY

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it. David A. Phillips		31 Octo)22	1 April 1955
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12 May 1966

MERIORATIDUM FOR: Chief, Contract Personnel Division

HOLTHIGTEA

Mary Kay Spink

SUBJECT

Verification of Contract Service PHILLIPS, David A.

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

Saned

Lowell P. Hoore Deputy Chief, Transactions & Records Branch

Distribution:

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David A. Phillips

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30 June 1966

31 March 1955

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March 1954

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WH/Personnel

30 June 1966

MEMORANDUM FOR : Chief, TRB

SUBJECT

: Record of Contract Service for David A. Phillips

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

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

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

Rogers C. Brooks
Acting Chief, Contract Personnel Division

Distribution:

Orig - Addressee

2 - CPD

16 June 1966

Chief, Contract Personnel Division

Commensation and Tax Division Office of Finance

Agency Service of David Atlee PHILLIPS

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

Contract Agents

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

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

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

Staff Employees

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

Staff Agents

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

Contract Agents

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

Staff Employees

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

> JOSEPH H. EUESCH Chief

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SECTION D. NARRATIVE COMMENTS

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

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

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Fitness Report - David A. Phillips

Section D., Continued:

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

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SECTION E

NARRATIVE COMMENTS

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SECTION E	CE	RTIFICATION AND COM	MENTS
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11 June 1974	Deput	y Director for Operations	William E. Notson
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CLASSIFICATION

Fitness Report - David A. Phillips

Section D., Continued:

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

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PATE	OFFICIAL TITLE OF REVIEWING OFFICIA	TYPEO OR PRINTED NAME AND BIGNATURE
8 Jan 1974	A D/O	De id H. Blee

CLASSIFICATION S E C R E T

SECTION D

NARRATIVE COMMENTS

- 1. In the period covered by this report Mr. Phillips was the Chief of Station Brazilia during the time frame February to August 1972. After that Mr. Phillips became the Chief of Station, Caracas and served in Venezuela during the period August 1972 to April 1973. At both of these posts Mr. Phillips was responsible for managing an average of 44 Agency employees. Additionally, Mr. Phillips supervised in this period an average FY budget of 1.8 million which was spent on FI, CA, CI, anti-narcotics and protected economic intelligence operations. American policy interests in Brazil and Venezuela are high in terms of the United States scale of values for Latin America. This means that Mr. Phillips was assigned to two prestige posts during a fifteen month time span.
- 2. As a manager Mr. Phillips is operations oriented. In view of this he places his time, attention and command emphasis on programs that are designed to acquire intelligence and agents. This approach has consistently produced results in terms of FI and CA operations which are targeted against the host country.
- 3. Mr. Phillips was also active at both posts as an operations manager who focused Station resources on the Soviet target, protected economic intelligence and the anti-narcotics effort. Unfortunately, as these programs moved into gear Mr. Phillips was also in motion between Stations, or had just been in place at his second Station for less than a year. As a result one can only say that Mr. Phillips made all the right moves in his managerial duties against these priority targets. The brevity of his program implementation at each of the two posts did not provide a solid basis, however, for measuring tangible success. In short Mr. Phillips deserves high marks for initiative, drive and imagination on programs that were receiving increased attention at Headquarters.
- 4. The myriad problems that are faced when a Station moves its location from one city to another were still challenging Mr. Phillips when he left Brasilia. In overview terms, however, the move from Rio de Janerio to Brasilia was well done. This does not mean that Mr. Phillips' successor at Brasilia did not have some gaps to fill or adjustments to make in the administrative field. The scope of these actions, however, was in the realm of the reasonable and attests to the fact that while his basic interests are in

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

- 5. In representational terms Mr. Phillips did a sound job in winning and maintaining the respect of the American Ambassadors in Brazil and Venezuela. This is due in large measure to Mr. Phillips' native charm, area knowledge, and language skills in Spanish and Portuguese. In addition, Mr. Phillips is people oriented, and this makes it possible for him to sell himself and CIA to senior American officials at the Ambassador level.
- 6. In personal terms Mr. Phillips is a hard-working, dedicated officer who is a good team player. This officer has the intent, capability and desire to fulfill the needs of the Organization. He is particularly well versed in CA skills and is politically oriented. As a result he likes the challenge of election operations and is well qualified in this area.
- 7. Mr. Phillips' total performance during the period covered by this report merits an evaluation of Strong.
- 8. In terms of future assignments Mr. Phillips is likely to be at his professional best in field activities. This officer is highly specialized in Latin American affairs, but he is perfectly capable of being a Station Chief at most Agency posts in Europe or Asia.
- 9. Mr. Phillips' activities come to the attention of the Rating Officer on a daily basis.

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SECTION C	NARRATIVE COMM	
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SECTION D	CERTIFICATION AND CO	IMMENTS
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27 January 1972		rid A. Phillips
2.	BY SUPERVISOR	
MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION	IF THIS REPORT HAS NOT BEEN SHOWN	TO EMPLOYEE, GIVE EXPLANATION
DATE	OFFICIAL TITLE OF SUPERVISOR	TYPED OR PRINTED NAME AND SIGNATURE
10 January 1972	Chief, WH Division	William V. Broe
	BY REVIEWING OFFICE	AL
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Mr. Phillips continues to show excellent growth potential and his breath of capabilities qualifies him for advancement to senior echelons.

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

Western Hemisphere Division

I certify that I have seen this memorandum:

/s/ David A. Phillips David A. Phillips

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

27 January 1972

Date

Comments of Reviewing Official:

Assistant Deputy Director for Plans

10 January 1972

MEMORANDUM IN LIEU OF FITNESS REPORT

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

This memorandum is in lieu of a fitness report to cover Mr. Phillips' performance during the period 1 July to 31 December 1971. This rating is being prepared in view of the rater's imminent departure from the Division.

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

During this rating period Mr. Phillips transferred the station from Rio de Janeiro to Brasilia. This move, however, divorces the Chief of Station from the main area of operations, Rio de Janeiro. In spite of this Mr. Phillips, through much extra effort and time on his part, has been able to maintain a high operational tempo in the station.

Station relations with key people in the Brazilian government, especially the security agencies, have been highly productive but through recent efforts, these relations have been placed on a much higher plane with the decision of General Fontoura, chief of the SNI, to give the station copies of the briefings especially prepared for President Medici.

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30 June 1971	Chief,	WH Division	n	William V. Broe	
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30 June 1971

MEMORANDUM IN LIEU OF FITNESS REPORT

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

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

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

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

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

SECRE! Property and

SEGRET

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

I rate Mr. Phillips as Strong as Chief of Station, Rio de Janeiro.

Milliam V. Broe Chief

Western Hemisphere Division

I certify that I have seen this memorandum:

David A. Phillips Date

Comments of Reviewing Official: I would have taked this
per france as very strong. Excellent political judgment
and the ability to handle the most aliede simulaires
with take and directly chambering this performance.

Cord Meyer Jr.

Assistant Deputy Director for Plans

SECTI

TRAINING REPORT

Course # 3/71

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

Date: 2-5 February 1971

FHILLIPS, David A. Trainee:

Office: WH

Purpose and Scope of the Course:

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

Achievement Record:

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

FOR THE DIRECTOR OF TRAINING:

	Cirvi	ric henona				EMPLOYEE	SERIAL N	UMBER
FITNESS REPORT 024345								
SECTION A		GI	NERA	L		<u> </u>		
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	Phillips, David	Α		/31/22	M	16	D	
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M-Marginal	Performance is deficient in son taken or recommended should	ne aspects. The reasons be described.	for assig	ning this rating sh	ould be state	d in Section C	and remed	lial actions
P-Proficient	Performance is satisfactory. De	sired results are being (produced	in the manner exp	ected.			
S-Strong	Performance is characterized !							
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NARRATIVE COMMENTS

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. Aug 4 348 FR 70

See Attached Memorandum in Lieu of Fitness Report.

SECTION D	CERTIFICATION AND CO	IMMENTS
1. ~~	BY EMPLOYEE	
1	CEPTIFY THAT I HAVE SEEN SECTIONS A, B	, AND C OF THIS REPORT
DATE	SIGNATURE OF EMPLOYEE	
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2.	BY SUPERVISOR	
MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION	IF THIS REPORT HAS NOT BEEN SHOWN	TO EMPLOYEE, GIVE EXPLANATION
DATE	OFFICIAL TITLE OF SUPERVISOR	TYPED OF PRINTED NAME AND SIGNATURE
'15 July 1970	Chief, WH Division	William V. Broe
1.	BY REVIEWING OFFICE	AL
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2 1 JUL 1970	Assistant Deputy Direct	- > · / A i //

15 July 1970

MEMORANDUM IN LIEU OF FITNESS REPORT

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

This memorandum is in lieu of the fitness report on Mr. David A. Phillips as Chief of Station, Rio de Janeiro, during the period 1 April 1969 to 31 March 1970.

During this period Mr. Phillips took over command of the Rio Station. It is typical of Mr. Phillips that he made excellent preparation for this assignment, including a fulltime course in the Portuguese language.

Mr. Phillips has brought to his new position the operational zeal and enthusiasm that has characterized all of his previous positions. Brazil, by the very nature of its size but, more importantly, the type of "strait jacket" government in power, is a difficult place to operate on a broad plain. Mr. Phillips has the station moving and real effort and progress is seen on the more difficult targets, such as the Soviets.

He has excellent relations within the embassy and is recognized for his contribution to the Country Team. He, of course, handles his liaison contacts with mature style and is very actively developing a number of contacts in the local community.

Mr. Phillips is a good supervisor of men and the present high morale of the Rio de Janeiro Station and its Bases is a living proof of this. He furnishes good operational planning and guidance and exhibits a high degree of cost consciousness.

I rate Mr. Phillips as Strong as Chief of Station, Rio de Janeiro.

Western Hemisphere Division

I certify that I have seen this memorandum:

David A. Phillips

		UEGE TRAINING REPORT	
Date of Report		CAGE TRAINING REPORT	
15 January 1970	4		
Student Names	*,	Offices	
PHILLIPS, DAVID A.		, VB	
Courses		Inclusiva Dates	

PORTOGUESE FULL-TIME

defore and	Before	
Speaking		
Aural Como		
Read Comp.		

Scheduled 244 February 108

Absences 28

LANGUAGE TRAINING A THE TAND EVALUATION CRITERIA

11/03/69-12/18/69

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

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

	PROGRESS IN ACHIEVING COURSE A	IMS				
(Overall progress in the crurse is shown as unsatisfactory, marginal, satisfactory, above average, superior when compared against established standards for such training).						
Speaking	/ural Comprehension	Reading Comprehension				
SUPERIOR	SUPERIOR	n.a.				

PERFORMENCE EVALUATION

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

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

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

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

For the Director of Trainings

Pullania Department Chief Language School/OIR +-00000

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

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

1 2 0 2 2 4

THOMNICAL SUMVICES ZIVISION -- THOMNICAL SCHOOL SHORT RANCE AGENT CONTACT SURVEY (A-106)

Training Report

Name :	<u>.</u>	PHILLIPS, David A.	
Office:		WH./COG	
Date :		6 June 1969	

1. officentials:

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To provide a general knowleage in:

a. Selected gear used for clandestine short range agent contacts. Included are representative samples of:

One way RF radio devices; two way RF radio devices; two way carrier current devices; optical communicators; and special telephone devices used for establishing agent contact.

b. The unlesophy, purpose, considerations and tanageability of their range agent contact systems; including message security. link scourty, reliability and feasibility of agent contact systems.

TNSTACCOOR
TSD/TECHNICAL SCHOOL

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tke into account everything about the employee which is rmance of specific duties, productivity, conduct on rricular limitations or talents. Based on your knowled ace the letter in the rating bax corresponding to the sta	influences his offi job, cooperativent age of employee	ctiveness in i	ils current po personal tra irmance duri	its or habits, an ng the rating pe	riod, c

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SECTION C	NARRATIVE COMMEN	TS	
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Section C, attach a separate sh	eet of paper.		hara in nasasa to combists
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SECTION D	CERTIFICATION AND COMM	FNTS	
1.	BY EMPLOYEE	LIVI 3	
	CERTIFY THAT I HAVE SEEN SECTIONS A, B, AN	D C OF THIS REPORT	
DATE	SIGNATURE OF EMPLOYEE		······································
9 June 1969	/signed/I	David A. Philli	os
2.	BY SUPERVISOR		
MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION	IF THIS REPORT HAS NOT BEEN"SHOWN TO E	MPLOYEE, GIVE EXPL	ANATION
DATE	OFFICIAL TITLE OF SUPERVISOR	ITYPED OR PRINTED	NAME AND SIGNATURE
6 June 1969	Deputy Chief, WH Division	/signed/ Joh	n R. Horton
•	BY REVIEWING OFFICIAL		
OMMENTS OF REVIEWING OFFICE	AL .		
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See attache	d.		
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ATE	OFFICIAL TITLE OF REVIEWING OFFICIAL	TYPED OR PRINTED N	ANE AND SIGNATURE
	1		
27 June 1969	Chief, WH Division	/signed/ Wil	liam V. Broe

MEMORANDUM IN LIEU OF FITNESS REPORT

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

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

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

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

S 133

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

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

His performance has been very Strong.

John R. Horton Deputy Chief Western Hemisphere Division

I certify that I have seen this memorandum:

David A. Phillips

Comments of Reviewing Official:

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

Chief

27 June 1969

Western Hemisphere Division

Date

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	CHIEF OF MISSION'S EV (Mission submits original and one copy						
_	OFFICER BEING RATED DAVID A	POST					
	CHIEF, CAS	American Embassy, C	, , . · · · · · · · · · · · · · · · · ·				
	POSITION	GRADE	AGENCY				
	CHIEF, CAG		.CAS.				
1.	RATING PERIOD August 13 1772 - October 31, 1972	December 8, 19	72				
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	Mober 16 Charock	117 10211149					
•	SIGNATURE OF REVIEWING OFFICER	AMELASSADOR TITLE					
	• *		•				
_	EVALUATION OF 1	PERFORMANCE					
	XX Outstanding Satisf	actory [7] Unsatisfact	ory				
1.	Does this officer properly understand and perform his role and his	functions as a member of your	staff under existing Presiden-				
	tial directives? XX Yes No (If no, explain in det	ail below.)					
	Has he seen this report? XXYes \(\square\) No						
ı	NARRATIVE C (Attach additional sheets, if necessary for this section or for revi-						
	·		A				
	The CAS Station Chief has been at the post only since August 13, 1972. Although this period may seem unusually short for the preparation of a performance evaluation, I would like to say that I have been enormously and favorably impressed by his performance during this initial period.						
	The CAS Station Chief comes to Venezuela from a series of highly responsible positions in which, I understand, he performed outstanding He has taken hold of his new position in a commanding manner and gives every indication of being thoroughly on top of his Job. He is understanding of the Embassy's needs, professionally competent in his approach to his work, and highly articulate in explaining those facts and factors which are of importance to me and to other officers of the Embassy.						
"	I am very favorably impressed by the Station Chief and I consider myself f this post.	initial performandortunate to have !	ce of the CAS nim with me at				
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FORM 4 - 65 FS-572

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	CHIEF OF MISSION'S E	• •					
	OFFICER BEING RATED Chief CAS	American Embassy - BRASILIA					
ĺ	POSITION	GRADE AGENCY					
	Chief of Station	FSR-2	DIA				
ł.	RATING PERIOD 11/1/71 - 6/29/72	October 16, 1972					
	SIGNATURE OF PROPERTIES OF MALE	TITLE					
-	William M. Rountree	Ambassador					
	SIGNATURE OF REVIEWING OFFICER	TITLE					
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┪	. EVALUATION OF	PERFORMANCE					
İ	[Outstanding [] Satis	dactory 🔲 Unsatisfa	ctory				
11.	Does this efficer properly understand and perform his role and hi tial directives? [Yes [] No (If no, explain in de		ir staff under existing Presidens				
	Has he seen this report? Thes Tho		·				
1	NARRATIVE						
-	(Attach additional sheets, if necessary for this section or for re-	iewing officer's comments.)					
The previous incumbent completed his assignment at this post and departed on June 29, 1972. During the period under review he contint to perform in a highly creditable manner, working well with other members of the Embassy staff and handling the affairs of his agency in a most professional, efficient and effective manner. In my last evaluation I stated that both the Agency and the Embassy were fortunate to have a man of the rated officer's abilities and qualities as CAS Chief at this important post. I am happy to say that his performance throughout his assignment here reinforced that view.							
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(Mission submits original and one copy directly to appropriate agency, retains one copy.)

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	OFFICER BEING RATED Chief CAS	American Emb	assy BRASILIA	
	POSITION	GRADE	AGENCY	_
	Chief of Station	FSR-2	DIA	
ı.	RATING PERIOD 11/1/70 - 10/31/71	DATE OF REPORT	ber 1, 1971	
	SIGNATURE OF RESERVING DEFICER WILLIAM M. ROUNTREE	TITLE		: -
	SIGNATURE OF REVIEWING OFFICER	TITLE		
	EVALUATION OF	PERFORMANCE		
	Outstanding Satisf	actory	tisfactory	
11.	Does this officer properly understand and perform his role and his tial directives? [Yes		d your stall under existing Presid	en-
	NARRATIVE C			
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Mr. Phillips is an able officer and a highly cooperative member of the Country Team. I have been impressed and pleased with the degree of cooperation which exists between him and other members of the Embassy staff. He has, to the extent that is possible considering the nature of his work, cooperated in our efforts to bring about maximum coordination of reporting. With rare exceptions he has, I believe, kept me appropriately advised on all matters relating to his functions, and the material which he provides on a regular basis has been extremely useful in the discharge of my mission.

Mr. Phillips works quietly and discreetly and is alert to any situation which might create problems for the Embassy and the United States. I fully share the view of the DCM, expressed in a previous evaluation, that both Mr. Phillips and his wife conduct themselves in a quiet, friendly and wholly creditable manner.

I feel that both the Agency and the Embassy are fortunate in having a man of Mr. Phillips' abilities and qualities as CAS Chief at this important post.



CHIEF OF MISSION'S EVALUATION OF PERFORMANCE

(Mission submits offginal and one copy directly to appropriate agency; retains one copy.)

ı			
	OFFICER BEING RATED	POST	
	David A. PHILLIPS	American Embassy	, Rio de Janeiro
	POSITION	GRADE	AGENCY
	Chief CAS, Chief of Station	FSR-02	DIA
.1.	RATING PERIOD 7/1/70 - 10/31/70	DATE OF REPORT	ber 1, 1970
	SIGNATURE OF AUTOMOTOR STEER	Charge d'Affair	B. C.
	SIGNATURE OF REVIEWING OFFICER	TITLE	
	E VALUATION OF F	PERFORMANCE	
-	Outstanding Satisfe	actory [_] Constinfac	tory
ı.	Does this officer properly understand and perform his role and his tial directives? [2] Yes [3] No (If no, explain in det	functions as a member of you art below,)	r staff under existing Presiden-
	Has he seen this report? (Yes) No		
	NAPRATIVE CO	DAMENTS	
ſ	(Attach additional sheets, if necessary for this section or for review	ewing officer's comments.)	

Mr. Phillips' performance during the four months covered by this evaluation has been highly satisfactory. For some years previous to my arrival here, in June 1970, I had been acquainted with him, and from this I already had a favorable impression of his qualities. This impression has continued and has improved further. He has worked quietly and discreetly, has kept me informed of all important developments, and has coordinated as necessary with other offices in the Embassy. His interest in his work, and his dedication to the job, have been outstanding. His relations with others are very good. Because of wide previous experience in this hemisphere, he frequently is helpful to Embassy officers in areas outside his own specialization. He appears to manage his personnel well. In functions outside the Embassy, both he and his wife conduct themselves in a quiet, friendly, and wholly creditable manner.

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LHIEF OF MISSION'S EVALUATION OF PERFORMANCE

(Mission submits original and one copy directly to appropriate agency, retains one copy.)

	OFFICER BEING RATED	POST		
	David A. FHILLIPS	American Embassy Rio de Janeiro		
	POSITION	GRADE	AGENCY	
	Chief CAS, Chief of Station	FSR-03	DIA ·	
اا	RATING PERIOD January 30 - June 30, 1970	DATE OF REPORT April 24, 1970		
-	SIGNATURE OF REPORTING OFFICER William Belton	Deputy Chief of Mission		
	SIGNATURE OF REVIEWING OFFICER. 6 A. BOOTISTER	CM, Chargé d'Afi	faires, a.i.	
	EVALUATION OF F	PERFORMANCE		
	Outstanding [] Satisf.	actory [] I neatisfact	ory	
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	Has be seen this report? X Yes			
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(Attach additional sheets, if necessary for this section or for reviewing officer's comments.)

Phillips has been here too short a time and there has been too little opportunity for us to work together for me to be able to discuss his performance in detail. I am able to say, however, that he has impressed me and other Embassy officers with whom he works, including Ambassador Elbrick, very favorably, indeed. He is a cool-headed, straightforward, intelligent man who seems professionally very capable. He has a clear understanding of the appropriate role for himself and his organization within the Embassy and is working to achieve a genuinely low profile. He has already demonstrated his interest in the best possible relations with the rest of the U.S. Covernment organization and he knows how to act in order to achieve such a relationship. He has come to me a number of times to volunteer detailed information which he did not feel important enough to bother the Ambassador about, but he has kept the Ambassador fully informed about all those subjects which were of sufficient interest to him. I see every reason to assume that he will be a positive, constructive and very dependable and reliable factor in the Embassy.

Mrs. Phillips is an attractive and personable young lady who has particularly impressed my wife and me with her attitude and intellect.

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CHIEF OF MISSION'S EVALUATION OF PERFORMANCE

(Mission-submits original and one copy directly to appropriate agency, retains one copy.)

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	CFFICER BEING RATED	POST			
	Chief CAS	Santo Domingo			
	Position Station Chief	GRADE		AGENCY	
ı.	NATING PERIOD January 1966 to July 1967		EPORT July 15, 196	57	
	Ughn Hugh Crimmins	TITLE	mbassador		
٠	SIGNATURE OF REVIEWING OFFICER	TITLE			
_	EVALUATION OF F	PERFORMA	VCE.		
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ı.	Does this officer properly understand and perform his role and his trial directives? [X] Yes [] No [(If no, explain in det	functions a ail below.)	- a member of your	staff under existing Presiden-	
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	NARRATIVE CO	OMMENTS	,		

(Attach additional sheets, if necessary for this section or for reviewing officer's comments.)

I have been associated with the CAS Station Chief since my arrival at this post on January 11, 1966. Inasmuch as I have kept in very close daily touch with him, I believe that I am in position to evaluate his performance.

Let me say at the outset that the Rated Officer has had to work under the most varied and difficult circumstances. His service at this post began, for example, in a revolutionary situation marked by great and continuing violence. The attention of a good part of the world was focused upon this situation, and some of the highest national interests of the United States were involved. The presence of the Inter-American Peace Force, of its major U.S. component, and of Ambassador Ellsworth Bunker in his unusual and unprecedented role added greatly to the dimensions of the work done by the Rated Officer. In the aftermath of revolution, he had unusual, delicate and complicated tasks to perform in connection with the establishment and maintenance in power of a most fragile Provisional Government. As the latter carried the nation toward the all-important election scheduled for June 1, 1966, the CAS Station Chief faced a changing and constantly challenging set of requirements. Finally, his tour of duty at this post has encompassed the transition from the Provisional Government to a constitutional government emerging from those elections and the gradual firming up of the position and institutions of the present democratically elected administration.

To this intricate complex of circumstances, the CAS Station Chief has brought a background knowledge of the Latin American area and its

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

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

It is pertinent to mention that the Rated Officer invariably places business ahead of pleasure and personal interests. He works long and irregular hours and is continuously available in time of need. He has evidenced the highest degree of cooperation with representatives of State, DOD, Legal Attache, AID (in the Public Safety sector) and all other members of the Country Team. His quiet and professional approach inspires their confidence, and on innumerable occasions he has proven that he is an excellent team player who genuinely wants to be of assistance to all members of the official community. The harmonious, close relations among all the intelligence components of the Country Team are due in great part to the tactful, skillful and thoughtful leadership of the Station Chief.

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

no

The CAS Station Chief is in/sense a narrow technician or specialist. He keeps his eye on the broad picture, understands what he sees there and intelligently relates it to his own work. He is imaginative in his approach and does not hesitate to suggest innovations of various kinds. To mention only one of these, it was as a result of his initiative that "electoral police" appeared upon the scene during the Presidential election campaign in mid-1966 with a salutary calming effect upon the potential for political violence at the moment.

- 3 -

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

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

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

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Liaison with State Department and other agencies.							0					
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OVERALL DEPENDIANCE IN CHARGE TO												
OVERALL PERFORMANCE IN CURRENT POSITION I RATING							RATING					
Take into account everything about the employee which influences his effectiveness in his current position such as per- formance of specific duties, productivity, conduct on job, cooperativeness, pertinant personal traits or habits, and							CETTER					
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SECTION'C

HARKATIVE CUMMENTS

Indicate significant strengths or weaknesses demonstrated in current strapping heeping 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 content in Section B to provide best basis for determining future personnel action. Manner of performance of managerial or supplicable, the stress and cost consciousness in the use of personnel, space, equipment and funds, must be commented on, if applicable. If extra space is needed to complete Section C, attach a separate sheet of paper.

8 53 AH '68

The Rating Officer's last fitness repairs on Mr. Phillips dealt with his terminating an outstandingly successful and very complicated assignment as Chief of Station, Dominican Republic. This report deals with a completely different situation, i.e. coming into Headquarters as Chief, Cuban Operations Group at the time that drastic reduction had just become the order of the day. The same energy, imagination and zeal which has characterized Mr. Phillips over the years has characterized his performance in this difficult task since his assumption of the new responsibility. He has been a prime mover in reducing the Headquarters WH/COG component to realistic and managable proportions. By the same token he has been a prime mover, guider, cajoler and sometimes "patron saint" to JMWAVE management in its massive job of bringing JMWAVE down from its ponderous proportions to a viable Clandestine Services "instrument" compatible and consistent with the present day needs of Cuban operations. In this endeavor Mr. Phillips' accomplishments have been of the first order.

		(See attached sheet)
SECTION D	CERTIFICATION AND COM	MENTS
1	BY EMPLOYEE	
	CERTIFY THAT I HAVE SEEN SECTIONS A, B,	AND C OF THIS REPORT
DATE	SIGNATURE OF SAPLOYEE	
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2.	BY SUPERVISOR	·
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32	· ,	2
DATE	OFFICIAL TITLE OF SUPERVISOR	TYPEO OF PHINTED NAME AND SIGNATURE
10 May 1968	Deputy Chief, WHD	Jacob D. Esterline
1.	BY REVIEWING OFFICIA	L //
believe the rat career advance believe he is for expected he wi	er is somewhat carried away ement has been closely obser alling behind in the promotion	ved in this Division and I do not timetable. It is definitely (which is within the proper time
DATE	OFFICIAL TITLE OF REVIEWING OFFICIAL	TYPES OR A PLANTE & NAME AND SIGNATURE
· 20 May 1968	Chief, WH Division	, William V. Broe

Fitness Report - David A. Phillips

SECTION C (Continued)

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

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

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

S-E-C-R-E-T

TRAINING REPORT

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

Participant : Phillips, David A. Office : WH

Year of Birth: 1922 Service Designation: D

Grade : 16 No. of Students : 8

EOD Date : Apr 155

COURSE OBJECTIVES, CONTENT AND METHODS

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

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

ACHIEVEMENT RECORD

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

FOR THE DIRECTOR OF TRAINING:

Anthony D. Holland Date

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SECTION A			GENERAL					
	ربيد) lllips	David A.	10/31/22 .	s. sex	GS-15 D	,		
6. OFFICIAL POSITIO	ef of St	ation .	DDP/WH/7	ASSIGNMENT	Santo Domi			
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		mucriana - Saction ()	XX ANNUAL		REASSIGNMEN	TAMPLOYE		
SPECIAL (Speci			IR. REPORTING PER					
May 1967 1 April 1966 to 31 March								
SECTION B		PERFORMA	NCE EVALUATION					
,, po	ferbemen evitte	is from wholly inadequate action. The nature of the signment or to separation	action could range from a	counseling, t	o further training, to			
•×c	rformance seer: collence.	s all réquirements. It is e	ntitely satisfactory and I	s characterii	ted neither by defici	ency nor		
		ne them eatisfactory. Doe	* *	duced in a p	raficient manner.			
		sractanted by exceptional exceptional in relation to	· ·	and in com	oolsan ta tha nutlass	of		
		wast 23 to warrant spec		and in comp		10 0 3 115		
		SPEC	IFIC DUTIES					
nanner in which emplo	yee performs E	pecific duties performed d ACM specific duty. Cons It to wrod on their ability	ider ONLY effectiveness	in performan	ice of that duty. All			
PECIFIC DUTY NO. 1			······································			RATING		
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Station n	nanagemer	li.				s		
PECIFIC DUTY NO. 2						RATING LETTER		
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PECIFIC DUTY NO. 3	· · · · · · · · · · · · · · · · · · ·		· · · · · · · · · · · · · · · · · · ·			RATING		
			•		· .	LETTER		
Liaison v	with other	U.S. agencies.				S		
PECIFIC DUTY NO. 4						RATINO LETTER		
PECIFIC DUTY NO. 5						RATING		
					•	LETTER		
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ECIFIC DUTY NO. 4						RATING		
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	1967 YA	•						
10		VERALL PERFORMAN	ICE IN CURRENT PO	SITION				
rmance of specific d rticular limitations of	ything about the juties, prostich talents. Bess	emplisee which influence with constant on job, cos of on which knowledge of a	es his affectiveness in h parativeness, pertinent imployee's overall perfo	is current pa personal tra rmance durin	its or habits, and ig the rating period,	RATING LETTER		
ice the letter in the r	ating bas corre	sponding to the statement	which most occurately re	flects his le	vel of performance.			

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NARRATIVE COMMENTS

Indicate significant strengths or weaknesses demonstrated in current position keeping in proper perspective their relationship to averall performance. Store suggestions made for improvement of work performance. Give recommendations for training. Comment on foreign language competence, it required for current position. Amplifier explain ratings, given in Section B to provide best basis for determining future personnel action. Mannet of performance of immogerial or supervisory duties and cost consciousness in the use of personnel, access a supervisor and tunds, must be commented on, it applicable. If extra space is needed to complete Section C, attach a separate sheet of poper.

3 39 PH 167

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

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

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

CERTIFICATION AND COMMENTS

1.	BY EMPLOYEE	
	CERTIFY THAT I HAVE SEEN SECTIONS A. B. A	UID C OF THIS REPORT
DATE	NIGNATURE OF EMPLOYEE	
2.	BY SUPERVISOR	
MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION	IF THIS REPORT HAS NOT BEEN SHOWN TO	EMPLOYEE, GIVE EXPLANATION
* ~20	Subject in the field.	
DATE	OFFICIAL TITLE OF SUPERVISOR	TYPED OF PHINTED NAME AND SIGNATURE
5 April 1967	Deputy Chief, WHD	Jacob D. Esterline
1.	BY REVIEWING OFFICIAL	
Mr. Phillips. Chief, Cuban C new impetus ir observing his p	with the rating and statements. He is one of the best. He will Operations Group this summer in this difficult denied area propromotional progress and are a accordance with his excellent	Il take over as r and we can expect gram. We are carefully making every effort that
DATE	OFFICIAL TITLE OF REVIEWING OFFICIAL	TYPED OR POINT SOMANE AND SIGNATURE
28 April 1967	Chief. WHD	William V. Broe

Chief. WHD

Fitness Report -- David A. Phillips

SECTION C - (Cont'd)

· · .

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

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

<u></u>				·				EMPLOYEE	SERIAL NUMBER
	FITNESS REPORT 0,24345							1345 .	
SECTION A					GENERA	L			
1. NAME	(Lest)		(First)	(Middle)	١,	TE OF BIRTH	3. SE X	4. GRADE	5. SD
	IILLII		David	i A.		Oct 22	M	GS-15	<u> D</u>
6. OFFICIAL POS				Ca-ai	1		LSSIGNMENT		STATION
P. CHECK (X) TVI				Station		DP/WH/D			Domingo
X CAMBER	1	ESERVE	- -	TEMPORARY		INITIAL			SIGNMENT SUPERY
CAREERIP	ROVISION	AL (See Ine	tructions	Section C)	X	ANNUAL		REAS	SIGNMENT EMPLO
SPECIAL (S	pecify):	,				SPECIAL (Spec	city):		
11. DATE REPORT	DUE IN	D.P.			ľ	EPORTING PER	- '		
<u> </u>				DEDEGON		l April 65	- 31 N	March 66	<u> </u>
SECTION B				PERFORM					
W - Weak	positive	remedial	action. I	he nature of the	action col	ld range from a	counseling,	to further tra	is category requi iining, to placing
	probatio	n, to rease	igament	or to separation	n. Doscrib	action taken	or proposed	in Section C	
A - Adequate	excellen		all requ	irements. It is	entirely sa	istactory and i	s characteri	zed neither	by deficiency nor
P - Proficient	Poilorma	nce is mo	re than s	atisfactory. De	sired result	s are being pro	duced in a	proficient mo	inner.
S - Strong	Performa	ince is cho	oracteriza	d by exceptions	at proficien	cy.			
O - Outstanding				nal in relation to 8 to warrant spe			and in com	parison to th	no performance of
					CIFIC DU		··		
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Direct	tion of	Station	n F1/C	I efforts.	.*		•		s
PECIFIC DUTY NO	5. 3								RATH
	-	•		with Emba	issy and		, ,		0
		nt rep	resent	atives.		177	· .		
PECIFIC DUTY NO.	. 4								RATIN
Manag	gerial	respon	sibilit	ies as Chi	ef of Sta	ition.	,		s
PECIFIC DUTY NO.	. 5			ar personne u sens er stormen er					RATIN
Cost c	onsci	ousness	3.		•		-		s
PECIFIC DUTY NO.									PATIN
	•								LETTE
		<u>o</u>	VERAL	L PERFORMA	NCE IN C	URRENT PO	SITION		
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GROUP ! which have present proceptioning and declarations

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SECTION C NARRATIVE COMMENTS

Indicate significant strengths or weaknesses demonstrated in current position keeping in proper perspective their relationship to overall performance. State suggestions made for improvement of work performance. Give recommendations for training, Comment on foreign language competence, if required for current position. Amplify or explain ratings given in Section 8 to provide bost basis for determining future personnel action. Manner of performance of managerial or supervisory duties and cost consciousness in the use of personnel, space, equipment and funds, must be commented on, if applicable. Heavier applicable decided to complete Section C, attach a separate sheet of paper.

Mr. Phillips brings to this assignment (his first as Chief of Station) a wealth of CA experience gained through many years of operating in the Western Hemisphere and other areas. As a propagandist and general CA operator he must rank high among all Agency personne. Consequently, it was indeed fortunate that his assignment to the Dominican Republic came at a time when a person of his talent was badly needed. Arriving shortly after the American intervention he has had the difficult task of ferreting out information in great detail about an entirely new government, diplomatically handling the delicate coordinations with other U.S. Government agencies in a crisis and highly emotional situation, while administering a rapidly expanding station composed in large degree of young men long on initiative and intelligence but somewhat lacking in depth of experience. At present he is engaged in a fairly large and vastly important election operation which is of concern to the highest authorities of our government.

(Continued - See attached sheet)

L								
SECTION D	CERTIFICATION AND COMM	ENTS						
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 E	EMPLCYEE, GIVE EXPLANATION						
9 months		oon his return to Headquarters						
OATE ,	OFFICIAL TITLE OF SUPERVISOR	July Collies.						
3 May 1966	Deputy Chief, WHD	Jacob D. Esterline						
3.	BY REVIEWING OFFICIAL	\mathcal{C}						
Station, under completed a mooperation. It was	r endorse the rater's comments the excellent leadership of Mr. ost successful and significantly was a well-done Station operation lips personally.	Phillips, recently important political action						
		21 10						
DATE	OFFICIAL TITLE OF REVIEWING OFFICIAL	TYPED OR PRINTED NAME AND SIGNATURE						
14 June 1966	Chief, WHD	William V. Broe						

Fitness Report - David A. Phillips

SECTION C - Continued:

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

Subject had little managerial experience of the scope required by his present position prior to his arrival in the DR, nor had he had much experience in FI matters. He has adapted readily however, and he continued to broaden in these respects with the passage of time.

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

TRAINING REPORT

Chiefs of Station Seminar No. 3 60 hours, half days

Participant : PHILLIPS, David A.

Office

Year of Birth: 1922

Service Designation:

Grade : CS-15 No. of Students

EOD Date

: April 1955

COURSE OBJECTIVES, CONTENT AND HETHOOS

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

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

ACHIEVEMENT RECORD

This is a certificate of attendance.

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

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

FOR THE DIRECTOR OF TRAINING:

William Rowland

Acting Chief Instructor

14-00000

FITNESS PEPORT (Part I) PERFORMANCE					
INSTRUCTIONS					
FOR THE METATIVE OFFICIAL Consult current instructions for completing this report.					
FIRE THE TRIEFFRENCE This report is designed to help you express your evaluation of your subordinate and to transmithis evaluation to your supervisor and senior officials. Organization policy requires that you inform the subord					
nate where he stands with you. Completion of the report can help you prepare for a discussion with him of he strengths and weaknesses. It is also organization policy that you show Part lof this report to the employee exce					
under conditions specified in Regulation 20-170. It is recommended that you read the entire form before completion					
any nucetion. If this is the initial report on the employee, it must be completed and forwarded to the Office of Forenmel no later than 60 days after the date sudicated in stem 8, of Section "A" below.					
SECTION A. Phillips & Simind GENERAL					
1 have class (Fire) (Widdle) 2. DATE OF BIRTH 3 SEE 4 SERVICE OF SIGNATION					
31 Oct. 1922 Vale DP					
Book to the surface and to or the surface and					
GS-14 August 9, 1956 9 February 1956 - 14 September 1956					
10 TYPE OF REPORT X INITIAL SEASON (Specify)					
(Check one) squar prasticaviations, cott					
SECTION 5. CERTIFICATION					
THE POR THE RATER. THIS REPORT THE HAS WE BEEN SHOWN TO THE INDIVIDUAL RATED. IF NOT SHOWN EXPLAIN THE					
A. CHECK (X) APPROPRIATE STATEMENTS:					
This appoint beplaces we see opinions of this table to make the same of the see sint to him \$4 core attacked to this sepont.					
THIS REPORT BIFLECTS THE COMBINES OF MYSELF I CANNOT CERTIFY THAT THE BATES INDIVIDUAL CANDS HOW AND PACTIONS SUPERVISORS.					
X AND DESCUSSED BY THE EMPLOYEE HIS STRENGTHS AND DESCUSSES TO THAT HE BROOS DHIRE HE STARCS.					
19 Sept. 1956 CALA THE CONTRACTOR OF SUPERVISOR D. SUPERVISOR'S OFFICIAL TITLE					
CALIFORNIA CONTRACTOR					
2. FOR THE REVIEWING OFFICIAL RECORD ANY SUBSTANTIAL DIFFERENCE OF OPINION WITH THE SUPERVISOR, OR ANY OTHER IN- FORMATION, BHICH BILL LEND TO A BETTER UNDERSTANDING OF THIS REPORT.					
Day Only					
DATE					
Posted Pas Control 7					
Posted Pos Control Tolder Reviewed by PUD					
Star 1991 Maried by PUD 1991-					
Continues on a maches successions					
I certify that any substantial difference of opinion with the supervisor is reflected in the above section. A THIS DATE R. TYPED OR PRINTED MAPS AND SIGNATURE OF REVIEWING C. OFFICIAL TITLE OF REVIEWING OFFICIAL					
25 Sut 86 Clima					
SECTION C. JOB PERFORMANCE EVALUATION					
1. RATING ON GENERAL PERFORMANCE OF MILES					
DIFFCTIONS. Consider CNY the productivity and effectiveness with which the individual being rated has performed his during the rating period. Compare him CNLY with others doing similar work at a similar level of respon-					
sibility. Factors other than productivity will be taken into account later in Section D.					
1 - DOES NOT PERFORM DETIES ADEQUATELY HE IS INCOMPETENT. 2 - DARELY ADEQUATE IN PERFORMANCE. ALTHOUGH HE HAS HAD SPECIFIC QUIDANCE OR TRAINING, HE OFTEN FAILS TO					
5 CARRY OUT RESPONSIBILITIES.					
3 - PERFORMS MOST OF HIS BUTTLES ACCEPTABLY. DECASIONALLY REVEALS SOME AREA OF BEAKHESS NERT 4 - PERFORMS DUTTLES IN A COMPETENT, EFFECTIVE JANUER.					
RATING S. A PIGE PERFORMANCE CANNIES OUT MANY OF HIS RESPONS BELLITIES EXCEPTIONALLY BELL.					
THE SUPERVISOR CYSSIENTS:					
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2-, gatings and printing ancillar specific-buties				
PRINCIPLES		U.	FICE OF CEASE	الحام مناهم
a. State in the spaces below up to use of the Place the most important first. In man				ating period
D. Rate performance on each mecutic dule of		NIN Viectivenése in per	formence of this speci	fie duty.
c. Pot supervisors, ability to superviso wil	i≳ulanks, p	e rated as a specific Supp	de not rate as super	. Alsols 'Lucs
d. Compare in your mind, when possible, the	he individ	ual being rated with ot	The sale of the sale of the sale	me duty at
aimiles level of responsibility. flow	2 10 21	1.2.50	Jb	
duties.	e was refl			
f. B- specific. Examples of the kind of duti		ght be rated are:	MAIL RICH 18 18 TREBOGA COLUCTO ESTRES STURINGES	
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BRITING TECHNICAL BIFORTS	WAYAGES		DI BRI FFING SOURCES	
CUNDUCTING EXTERNAL LIAISON TYPING		'S RAPIO ATES BITH, OTHER OFFICES	REEPS BOOKS	
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g: For some jobs, duties may be broken down a said phone operation, in the case of a radi			i it advisable, e.g.,	compined key
				
	CE OF THIS		HIS DUTY IN AN OUTSTAI ERY FEW INDIVIDUALS HI	
2 - BARELY ADEQUATE IN THE PERF DESCRIPTIVE DUTY		LAP JOBS		000140 B141-
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NUMBER 4 - PERFORMS THIS DUTY IN A COMP- 5 - PERFORMS THIS DUTY IN SIICH				
THAT HE IS A DISTINCT ASSET				
specific outr no. 1		specific outy no. 4		RATING
Conservations 1911/1977 management	NUMBER .	Supanuiasa staff		NUMBCR
Supervises KUCAGE projects	4	Supervises staff	agents	14
SPACIFIC DUTY NO. 2	RATING	SPECIFIC DUTY NO. 5	,	RATING
	NUMBER			NUMBER
Develops new KUCAGE programs	4	Spots and develop	s contacts	4
SPECIFIC OUTY 40. 2	RATING	SPEC: FEC DU** 40. 4		RATING
•	NUMBER	_		NUMBER
Has and uses Area Knowledge	5	Prepares progress	reports	4
. NARRATIVE DESCRIPTION OF MANNER OF JOB PERFOR	I			·
DIRECTIONS: Stress strengths and weaknesses, pa	rticularly	those which effect devel	opacut on present job	
This officer has ability, tales people and experience in his fithis report he has adjusted remains a minimum of station supports.	ield. I markably	n the initial six m well-to a difficul	onths covered by	ì •
				į
•				
SECTION D. SUITABILITY F	OR CURREN	T JOB IN ORGANIZATION		
IRECTIONS: Take into account here everything			aductivity conduct	a the 10h.
estiment personal characteristics or habits, sp	ecial defe	ta or talentaand how		
ere him with differs doing similar work of about 1 - DEFINITELY UNSUITABLE - HF SHOULD				i
2 . OF COURTFUL SUITABILITY BOULD NO			BHAT I KNOW NOW :	
A BARELY ACCEPTABLE EMPLOYEE. BEE				NG TO PAR-
RANT HIS SEPARATION 4 - OF THE SAME SUITABILITY AS MOST PE	TOPLE	B 14 THE OBSESSION		í
BATING S . A FINE EMPLOYEE . HAS SOME OUTSTAN			•	
NUMBER 6 - AN UNUSUALLY STRONG PERSON IN TERM			POITAS	1
7 - EJCELLED BY ONLY A FEE IN SUITABLE				
THIS INDIVIOUAL BETTER SUITED FOR BORK IN SOME		I FION IN THE ORGANIZATION		IF YES.
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		(Shen Falled In)	<u> </u>			
	، د . - د - سي د د جوي	FITNESS REPORT (Part II) POTENTIAL				
		INSTRUCTIONS				
FOR THE.	AIMIÑISTRAI	TIVE OFFICER: Consult current instructions for completing this report.	_			
		This report is a privileged communication to your supervisor, and to appropriate career to officials concerning the potential of the employee teing rated. It is NOT to be show				
rated em	plóyée. It	t is recommended that you read the entire report before completing any question. This r	eport is			
to be co	mpletedoml ⊏completera	ly after the employee has been under your supervision FOF AT LFAST 90 LAYS. If less than after the 90 days has elapsed. If this is the INITIAL REPORT on the employee, however, it	WUST be			
		aidedito the Cl no later then 30 days after the due date indicated in item 8 of Section "E				
SECTION	1. Thin	Viol Philips GENERAL				
1. 440	(1)	(1) (1) (1) (Middle) 2. DATE OF BIRTH 3. 3(8) 4. S(8)(C) DES	CHATION			
		31 Oct. 1922	ur			
a de la constante de la consta	01415174	DOP by Hum Staff agent - Upo M	1001			
7. GRAUE	la: Date	REFORT DUE IN OP DE MATTER TOVENCO ME THIS REPORT (Inclusive dates)	(17)			
CS-14		ugust 1956 (9 February 1955) - 14 September 1956				
	OF REPORT	X turtial - -				
	k one)	ANNUAL OFACTICAMENTICALE				
SECTION	f.	CERTIFICATION				
		I CERTIFY THAT THIS REPORT PEPPESENTS MY BEST JUDGEMENT OF THE INDIVIDUAL BEING RATED				
A. THIS O		B. TYPED OR PRINTED WANT AND SIGNATURE OF SUPERVISOR C. SUPERVISOR'S SEFECIAL FITLE				
	ept. 195					
A THIS D		IN TYPED OR PRINTED HAVE AND SIGNATURE OF REVIEWING C. OFFICIAL TITLE OF REVIEWING O				
256	int sh	OFFICIAL OCKANO CLUMB				
SECTION	d	ESTIMATE OF POTENTIAL				
1. POTENT	IAL TO A550	IUME GREATER RESPONDIBILITIES				
		ring others of his grade and type of assignment, rate the employee's potential to assume Think in terms of the kind of responsibility encountered at the various levels in his				
work.			******			
		ADV ABOVE THE LEVEL AT WHICH SATISFACTORY PERFORMANCE CAN BE EXPECTED REACHED THE HIGHEST LEVEL AT WHICH SATISFACTORY PERFORMANCE CAN BE EXPECTED				
_ م []		NG PROGRESS, BUT NEEDS MORE TIME BEFORE HE CAN BE TRAINED TO ASSUME GREATER MESPONSIBILIT Y for training in assuming greater responsibilities	165			
5	5 - WILL	PROBABLY ADJUST QUICKLY TO WORE RESPONSIBLE DUTIES WITHOUT FURTHER TRAINING				
RATING 7 - AN EXCEPTIONAL PERSON WHO 15 ONE OF THE FEW WHO SHOULD BE CONSIDERED FOR EARLY ASSUMPTION OF HIGHER NUMBER						
404864	LEVEL	LRESPONSIBILITIES				
	ISORY POTEN					
DIRECTIONS: Answer this question like this person the ability to be a supervisor? X Yes No. If your enswer 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						
rating in	sing your o	opinion in the appropriate column. If your rating is based on observing him supervise, no al" column. If based on opinion of his potential, note the rating in the "potential" colu	uma.			
	0 · H	HAVE NO OPINION ON HIS SUPERVISORY POTENTIAL IN THIS SITUATION				
DESCRIPTIVE 1 - BELIEVE INDIVIOUAL WOULD BE A MEAN SUPERVISOR IN THIS KIND OF SITUATION RATING 2 BELIEVE INDIVIDUAL MOULD BE AN AVERAGE SUPERVISOR IN THIS KIND OF SITUATION						
NUMBE		BELLEVE INDIVIDUAL WOULD BE A STRONG SUPERVISOR IN THIS SITUATION				
AC TUAL	POTENTIAL					
		a Group boing the Basic 108 (truck drivers, stenographers, technicians or professione cialists of various (kinds) sheet contact sith inneciate suppossinates is followed (first				
	2	(Supervisor)				
	3	a GROUP OF SUPERVISORS AND D. SECT THE BASIC JOB (Second line supervisors)				
		a GROUP, BUT WAY OR MAY WOT BE SUPERVISORS, BRICH IS RESPONSIBLE FOR WAJOR PLANS, DECEMBERTION				
	3	and folicy (Executive level)	1			
		SHEW CONTACT SITH IMMEDIATE SUBCIDINATES IS NOT FREQUENT				
2						
DHEN INMEDIATE SUBDIDINATES. ACTIVITIES ARE DIVERSE AND WEED CAREFUL COORDINATION						
- 6						
. 3	ONEN IMMEDIATE SUBORDINATES - MCLUCE MEMBERS OF THE OPPOSITE SER					
		OTHER (Specify)				
		vinit (Special)				

CRET ELECTION OF FICE OF DEPOCHALL Six months Six months

Means concerned contents

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

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

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FITHESS REPORT The Filness Report is an important factor in agency personnel management. It weeks to provide: The agency selection board with information of value when considering the application of an individual for memberahip in the career agreice; and A periodic record of job performance as an aid to the e INSTRUCTIONS TO THE ACMINISTRATIVE OR PERSONNEL OFFICER: Consult current administrative instructions regarding the initiation TO THE SUPERVISOR: Read the entere 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 attempths, weak-nesses, 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 a accurate and complete. Primary responsibility rests with the current supervisor. It is assumed that, throughout this individual has been under your supervisor. out the period this individual has been under your supervision, you have discharged your supervis ties by frequent discussions of his work, so that in a general way he knows where he stands. ext du crate Han 57 A T IS OPTIONAL WHETHER OR NOT THIS FITNESS REPORT IS SHOWN TO THE PERSON BEING RATED SECTION 1 (To be filled in by Administrative Officer) DATE OF BURTH Davíd PHILLIPS, S. DATE OF ENTRANCE ON DUTY 6. OFFICE ASSIGNED TO DIVISION Information Coordination 1 April 1955 PP NATURE OF ASSIGNMENT 10. IF FIELD, SPECIFY STATIONS 11. GRADE PERIOD COVERED BY THIS REPORT (Inclusive dates)

1 April 1955 - 1 Jamury 1956 (Initial) DATE THAT THIS REPORT IS DUE 1 January 1956 SECTION 11 (To be filled in by Supervisor) DATE ASSUMED RESPONSIBILITY FOR POSITION CURRENT POSITION Redio & Television Officer, PP/ICD OPS. OF 0136.31 1 April 1955 WHAT SPECIFIC ASSIGNMENTS OR TASKS ARE TYPICAL OF THOSE GIVEN TO HIM DURING THE PAST THREE TO SIX MONTHS (LIAR In order of frequency): Advising and assisting operating divisions in development, effective management and supervision of radio broadcasting facilities. Maintaining liaison with Department of State and USIA on radio matters. Collaboration with the Office of Communications in development of unconventional techniques for broadcasting and jamming evasion. DATE Preparation of staff study on proposed use of the television medium. 18485 READ THE ENTIRE PORM REPORE ATTEMPTING TO COMPLETE ANY-THEM SECTION III vidual the manner in which he has performed his job and provided suggestions and criticisms wherever needed. I be-lieve that his understanding of my evaluation of his performance is consistent with my evaluation of his as evi-denced by this fitness report and I have informed his of his strengths, weaknesses, and on-the-job effectiveness. If performance during the report period has been unsatisfactory, fying him of unsatisfactory performance. This report X has has not been shown to the individual rated. PART AND SIGNATURE OF MATER (Employee's tangetiete 6 January 1956 John G. Shaffer, Chief, PP/ICD REPLACES PREVIOUS EDITIONS OF SECRET
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A. WAT ARE HIS OUTSTANDING STRENGTHS!

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

. MAT ARE HIS OUTSTANDING WEARNESSEST

none apparent to me

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

ATTELTION

: Training Officer

SUBJECT

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

REPRICE

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

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

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TRAINING EVALUATION

READING INFROVENIET COURSE # 25

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

P Officer

SECTION II: OBJECTIVES OF THE COURSE

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

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

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

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

NOITAULAVE TO CONTEA : VI HOLTOSE

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

SECTION V: TEST DESCRIPTION

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

2. EXTLISIVE (informational) REDIES TESTS: reasure the

degree of proficiency in the ablication of extensive reading skills to acquire broader frames of reference.

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

to acquire the basic knowledge of a new subject.

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

SECTION VI: REPORT OF SKILL LEV.A

This studentis being commared with the following norr group: Oroup I - Four or more yours of college Group II - Two or less years of college

Exc. Poor Sup. Fail Sat. Basic Comprehension Skills Extensivo Techniques Intensivo Techniques Seconding Techniques

SECTION VII: OVER-ALL ACKILIVE LET

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

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FOR THE DIRECTOR OF TRAINING:

COLLEGE TS:

DESIGNATION OF BENEFICIARY FEDERAL EMPLOYEES GROUP LIFE INSURANCE PROGRAM IMPORTANT

Read instructions on back of duplicate before filling in this form

	<u> </u>	NSUCAL	ICE PROGRAMI			
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(De	partment or agency)	(Bureau)	(Divisi	011	(Location-City, St.	ate, and ZIP Code)
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one benefici beneficiaries beneficiaries I hereb	ary is named, the shar a, or entirely to the surv i is living at the time of	e of any beneficiary who mo- rivor. (2) I understand that	ly predecease me s this Designation of	full be distrib Beneficiary sh	uted equally amo all be void if none	ng the sarviving of the designated
(Date of execution-month, d	ay, year)		1Signature of	(insured)	
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FORM 10512 SE PREVIOU

FILE COPY OF STANDARD FORM 56 "AGENCY CERTIFICATION OF INSURANCE STATUS— FEDERAL EMPLOYEES GROUP LIFE INSURANCE PROGRAM"

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

ELECTION, DECLINATION, OR WAIVER OF LIFE INSTITUTION OR WAIVER HELETE ENGINES OF THE BURNET PROCESS.

IMPORTANT AGENCY INSTRUCTIONS ON BACK OF ORIGINAL

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FOLLOW THESE GENERAL INSTRUCTIONS:

- Read the back of the "Duplicate" carefully before you fill in the form.
 Fill in BOTH COPIES of the form. Type or use ink.
 Do not detach.

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FPM Supplement 870-1 170-102

ELECTION, DECLINATION, OR WAIVER OF LIFE INSURANCE COVERAGE

FEDERAL EMPLOYEES GROUP LIFE INSURANCE PROGRAM

IMPORTANT AGENCY INSTRUCTIONS ON BACK OF ORIGINAL

TO COMPLETE THIS FORM

FOLLOW THESE GENERAL INSTRUCTIONS:

- Read the back of the "Duplicate" carefully before you fill in the form.
 Fill in BOTH COPIES of the form. Type or use ink.
- . Do not detach any part.

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

SIGN AND DATE. IF YOU MARKED BOX "A" OR "C", COMPLETE THE "STATISTICAL STUB." THEN RETURN THE ENTIRE FORM TO YOUR EMPLOYING OFFICE.	FOR EMPLOYING OFFICE USE ONLY (official receiving date stamp)
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Mr. David A. Phillips i Intelligence Medal in recognit	s hereb	y awa	rded the i	ust	inguished
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out his career Mr. Phillips ha	s held	a ser	ies of his	hlv	important
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Mr. David A. Phillips is retiring after a distinguished career with the Agency. He has been an employee of the Agency since 1951 when he initially joined as a Contract employee. He served with distinction in Santiago, Guatamala City, Havana, Beirut, Mexico City, Rio de Janeiro, Brasilia, and Caracas. His excellent command of both Spanish and Portuguese has enhanced each of his assignments in Latin America. A true DDOer, fifteen years of this glorious and active career were spent overseas. His outstanding dedication and devotion to the cause of freedom won for him in 1956, the Intelligence Medal of Merit. His file is replete with letters of commendation and appreciation from the DCI, DDCI, the former President of the Dominican Republic, Ambassadors, and military commanders, all of whom recognized the uniqueness of his outstanding service. Mr. Phillips has been highly effective as a senior member of the Latin American Division which has been under his immediate command since 1973. An excerpt from a late fitness report nicely characterizes the caliber of his work. "It is as a senior operations officer that Mr. Phillips has had the greatest experience, and it is not surprising that he has made an excellent input into the improvement of operational matters throughout the many areas of this hemisphere for which he is responsible." Mr. Phillips will be remembered for his initiative, drive and imagination, and for the excellence of his representational responsibilities which in large part is attributable to his native charm, area knowledgeability and superb language skills. He will be remembered for his intent capability and desire to fulfill the needs of the Organization. It is fitting and proper that upon his retirement, Mr. Phillips be recognized with the award of the Distinguished Intelligence Medal.

5 JUN 1974

Dear Dave,

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

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

Bin

William E. Nelson Deputy Director for Operations

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SERVICE ABROAD AGREEMENT

I. GENERAL

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

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

IF ELIGIBLE UNDER THE TERMS OF HR 20-30, YOU WILL BE GRANTED HOME LEAVE AS 500N - AS IT CAN BE ARRANGED AT GOVERNMENT CONVENIENCE AFTER COMPLETION OF YOUR PRESCRIBED TOUR OF DUTY, PROVICED YOU HAVE SERVED AT LEAST 1B MONTHS OF CONTINUOUS CREDITABLE SERVICE OUTSIDE THE UNITED STATES. HOME LEAVE AND HOME LEAVE TRAVEL ARE CONTINGENT UPON YOUR WILLINGNESS TO RETURN, AND CONTEMPLATION BY AGENCY OFFICIALS THAT YOU WILL RETURN TO SERVICE OUTSIDE THE UNITED STATES IMMEDIATELY AFTER HOME LEAVE OR UPON COMPLETION OF AN ASSIGNMENT IN THE UNITED STATES.

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

NAME OF CUPLOYEE David A. Phillips		so D			
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3. YOUR "PERMANENT PLACE OF RESIDENCE" IS A PLACE TO BE AUTHORIZED IN CERTAIN CIRCUMSTANCES PURSUANT TO HR PERSONNEL FOLDER. 4. IN REQUESTING YOUR PERMANENT PLACE OF RESIDENCE IN IN HR 22-3) NORMALLY INDICATE THE PLACE BHERE YOU PHY OR THE COMMONBLALTH OF PURETO RICO AT THE TIME OF YOU ITEM 5 THE COSTON PERMAYOUR PHYSICAL DELLING OF ANOTHER PLACE AS YOUR PERMAYOUR PHYSICAL DELLING PLACE IS (OF WAR) TRANSITIORY A PREVIOUSLY BEEN USED BY YOU AS A PHYSICAL DECLLING. STATEMENT AS EVIDENCE INCLUDES BUT IS NOT LIMITED TO, PLACE BHERE INCOME OR PERSONAL PROPERTY MARKS HAVE BE.	CLASSIFIED DE CLASSIFIED DE CLASSIFIED DE CLASSIFIED DE CLASSIFIED DE CALLEY DRELLEO DE PROPERTIES DE CALLEY DRELLEO DE CALLEY	DE REPT IN YOUR OFFICIAL DE CONORAL LE KRAIPFERTY DE LITE OFFICE STATES LIS POSSESSONS AND OFFICE OF THEY IS YOUR CONFESTION OF THEY IS YOUR CONFESTION OF THE START OF THE S			

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Chief of Station, Santo Domingo

1100

General - Administrative

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

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

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

Continued ...

Distribution: 3 - KHD

Attachment: As stated - h/w /

CI CSS PEVENENCE 10	DISPATCH SYNTOL AND NUMBER	DATE .
•	HDCT-1221	17 July 1965
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- Without detracting one whit from the performance of any of the other officers on TDY assignment, the present COS would like to single out homeobusquictor and hasid fir Melean as deserving special comment. Their performance has been exceptional. A special note is attached for Commenda be. Therefore, it is recommended that the attached memoranda be inscried into each of their personnel files.
- 4. Also, the COS would like to register the fact that the foregoing net only speaks highly of the TDY personnel assigned, but Readquarters as well in providing this type of support.
- 5. As a final comment, Headquarters may care to check this monorandum with Ed win to, Record, the COS for a good part of this period, to obtain any special comments he might wish to make in this regard -- either with respect to content or individuals whom he considered exceptional and who are not known to the present COS.

David Phillips

S-E-C-R-E-T

17 July 1965

MEMORANDUM FOR THE RECORD

SUBJECT:

Richard W. Pastetter

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

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

promise in the times

co. 9. 4209

8 AUE 1969

MEMORANDUM FOR: Director of Central Intelligence

THROUGH

: Deputy Director for Plans

SUBJECT

: Appointment of Mr. David A. Phillips as Chief of Station, Rio de Janeiro, Brazil

- 1. The appointment of Mr. David A. Phillips, GS-16, as Chief of Station, Rio de Janeiro, effective on or about 15 January 1970 is recommended. Mr. Phillips would replace Mr. Robert D. Gahagen.
- 2. Mr. Phillips has been an employee of the Agency since 1951 initially in a contract capacity. He has served in Santiago, Guatemala City, Havana, Beirut, Mexico City and most recently as Chief, Cuban Operations Group. Mr. Phillips is fluent in the Spanish language and is scheduled for two months of full-time Portuguese training immediately prior to his departure. A biographic profile including information regarding his Agency experience and training is attached.

illiam V. Broe
Chief

Western Hemisphere Division

Attachment
Biographic Profile (Parts 1 and 2)

SUBJECT: Appointment of Mr. David A. Phillips as Chief of Station, Rio de Janeiro, Brazil

APPROVAL RECOMMENDED:

Deputy Director for Plans

Date

The recommendation in paragraph one is APPROVED:

Director of Central Intelligence Date

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Standard Form No. 1152 4 G to Rev 1135-102

DESIGNATION OF BENEFICIARY

UNPAID COMPENSATION OF DECEASED CIVILIAN EMPLOYEE

IMPORTANT

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

INFORMATION CONCERNING THE EMPLOYEE: NAME-(Last) (Firet) (Middle) Date or Bizzn (Month, day, year) David October 31, 1922 Phillips At lee DEPARTMENT OR AGENCY IN WENTER EMPLOYED (Department or accepted I, the employee identified above, canceling any and all previous Designations of Beneficiary heretofore made by me, do now designate the beneficiary or beneficiarys named below to receive any UNPAID COMPENSATION due and payable under existing law after my death. I understand that this Designation of Beneficiary relates solely to Unpubl Compensation as defined in section 8 of the act of August 5, 1950, Public Law 326, and in newise will affect the disposition of any benefit which may become payable under the Retirement Act applicable to my Government service. I further understand that this Designation of Beneficiary will remain in full force and effect, unless or until cancel by me in writing, so long us I am continuously employed in the above department or agency. INFORMATION CONCERNING THE SENEFICIARY OR BENEficiaries: Type or print first name, middle initial, ami last name of each beneficiary Type or print address of each beneficiars Relationship 8224 Stone Trail Drive daughter one-fourth Maria L. Phillips Bethesda, Maryland 20034 8224 Stone Trail Drive David A. Phillips, Jr. one-fourth son Bethesda, Maryland 20034 8224 Stone Trail Drive Bethesda, Maryland 20034 Atlee Y. Phillips daughter one-fourth Christopher C. Phillips 8224 Stone Trail Drive one-fourth son Bethesda,...Maryland .20034. I hereby direct, unless otherwise indicated above, that, if more than one beneficiary is named, the share of any deceased beneficiary who may predecease me shall reductive described equally among the surviving beneficiaries, or entirely to the survivor. I understand that this Designation of Beneficiary shall be void if none of the designated beneficiaries is living at the time of my death. I hereby specifically reserve his right to cancel or change any designation of beneficiary at any time in the manner and form prescribed by the Comptroller General of the United States, and without knowledge or consent of the beneficiary. 1 December 1967 (Signature of employee) (Date of execution-month, the, year) WITNESSES TO SIGNATURE: 2400 So. Glebe Rd Arlington, Va 22206
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DISPATCH SECRET MARKED FOR INDEXING Chief, Western Hemisphere Division NO INDÉXING REQUIRED ONLY QUALIFIED DESK FROM Chief of Station, Santo Domingo MICROFILM SUBJECT Letter of Appreciation from General Bruce Palmer, Jr. ACTION REQUIRED - REFERENCES Action: See para two 1. Attached find an original and two copies of a letter of appreciation from Gen. Bruce Palmer, until 18 January, Commander of USFORDOMREP. 2. It is requested that the original be placed in the personnel file of Michael C. CHOADEN. The first copy, marked "A" should be placed in the personnel file of Stewart R. PATAKER. The second copy, marked "B", should be passed; to Franklyn D. MALLEK for his information and disposition. James & Alasmery Michael C. CHOADEN Attachment: Letter Distribution: 3 - Chief, WHD w/att h/w CROSS REFERENCE TO DISPATCH STMBOL AND NUMBER DATE **HDCT 1359** 18 January 1966 CLASSIFICATION

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HEADQUARTERS
UNITED STATES FORCES DOMINICAN REPUBLIC
APO New York 09478

USFDR-CG

17 January 1966

SUBJECT: Letter of Appreciation

THRU:

The Honorable W. Tapley Bennett

American Ambassador

Santo Domingo, Dominican Republic

TO:

DAVID A PHILLIPS

American Embassy Santo Domingo, Dominican Republic

- 1. I wish to express my sincere appreciation for the outstanding contributions you and your staff have made in the accomplishment of USFORDOMRÉP Intelligence missions from 1 May 1965 through 17 January 1966. The first intelligence contact upon our arrival at San Isidro Air Base on 1 May was a representative from your office. From that day on a mutual respect, cordial relationship and a unity of effort prevailed throughout the many trying days in the Dominican Republic crisis. Without your assistance we would have realized a serious gap in the intelligence picture, a gap which would have made intelligence evaluations and the development of tactical estimates most difficult.
- 2. My J2 has frequently mentioned the close association and coordination he has had with you and the members of your organization and repeatedly expressed the high esteem and respect he has for the professionalism and competence displayed by you and your subordinates.
- 3. The intelligence unity of effort in the Dominican Republic has been exemplary and a prototype for future operations. This cohesive atmosphere is directly attributable to your efforts.

USFDR-CG SUBJECT: Letter of Appreciation 17 January 1966

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

BRUCE PALMER, JR. Lieutenant General, USA Commander

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MEMORANDUM OFUNDERSTANDING

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

Day Cher

Date

DAVID A. PHILLIPS

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29 June 1961

MEMORANDUM FOR THE RECORD

SUBJECT: David A. Phillips

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

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

RICHARD M. BISSELL, J. Deputy Director

Jeputy Directo (Plans)

cc: 'ASJA (Pérs)
Attn Panel A
Mr. Faithps
Thru C/WH
OP/RSD

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Supplement to Staff Employee Personnel

Action for Integration of David A. Phillips

Effective 23 August 1961

The purpose of this memorandum is to call your attention to existing policies which are particularly material to you while you are integrated and to set forth certain rights and obligations which are incident to your status as an appointed employee. It is hereby agreed and understood that:

- 1. As an employee of this organization, at the present grade and salary of 05-11. \$12.730 per annum, you will accept cover employment with another instrumentality of the Covernment (hereinafter referred to as "your cover facility") effective as of 23 August 1961.
 You will, insofar as consistent with your basic responsibility to this organization, abide by all the rules, regulations, practices and policies of your cover facility, in order to appear as a conventional member of that establishment. Your appointment to your cover facility is being effected at FSR-3 and salary of \$12.535 per annum. You are prohibited, except as specifically authorized herein, from retaining emoluments paid by your cover facility.
- It is understood and agreed that the minimum period of your overseas tour of duty is governed by and coincident with the prescribed tour of duty of your cover organization. Currently, your prescribed tour consists of a period of twenty-four months from the date of your arrival at your overseas post of duty. Your assignment may be terminated earlier for the convenience of this organization and the length of your tour of duty, as currently specified, may be unilaterally changed by this organization in order to conform with subsequent changes in the prescribed tour of your cover facility. If you request termination of your overseas assignment solely for your own convenience, unless it is for circumstances that are considered by this organization to be beyond your control or if you are terminated for cause under the regulations of this organization before you have completed the minimum period of service prescribed above from the date of arrival at your overseas post of duty, you will not be entitled to return travel or transportation for yourself or your dependents to the United States at Covernment expense. If you request termination of your overseas assignment solely for your own convenience, unless it is for circumstances that are considered by this organization to be beyond your control or if you are terminated for cause under the regulations of this organization before you have completed one (1) year of service from the date of your arrival at your overseas post of duty, you will be required to reimburse the Covernment for all of its expenses for your travel and transportation, and that of your dependents, from the continental United States to such overseas post of duty.

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

- e. All annual and sick leave which is accrued to your credit at the time of integration will be transferred to your cover facility. While integrated you will be permitted annual leave, sick leave, home leave, and leave without pay in accordance with the regulations of your cover facility in lieu of the leave benefits of this organization. Upon completion of your integration your accrued annual and sick leave will be transferred to your credit with this organization. If security conditions require that your cover facility make a lumpsum payment for accrued annual leave, you will be required to pay the gross amount thereof to this organization including any income taxes withheld by your cover facility.
- 6. You will be required to keep forever secret this agreement and all other information which you may obtain by reason hereof, unless you are released in writing by this organization from this obligation. Violation of such secrecy may subject you to criminal prosecution under the Espionage Laws, dated 25 June 1948, as amended, and other applicable laws art regulations. The termination of your employment with this organization will not release you from the obligation of any security oath you may be required to take.

UNITED STATES COVERNMENT

Personnel Office

ACCEPTED:

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SECRET

11 January 1961

To : Director of Personnel

FROM: Shief, WD

SUBJECT: Additional Commensation in Lieu of Overtime Physient

Femo dated 11 January 1971 from SSA/DDS to DD/S, arrroved by DD/S. Subject: "Smployee Benefits for JPATA Personnel"; and hero dated 22 Docember 1960 from ADD(P) to Denaty Director (Plans), Subject: "Surloyee Penefits for Personnel Assignet to JPATA".

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

YAL'2	EMPLOYER Serial No.	TITLE	SALAKY
- Estakutra; Jacab D	56799	OPS Officer	\$14,055
- MHabBod, - Robert A.	509360	Ora Office?	12,990_
DOUGLAS, Jesse, S.	229350	UiS Officer	14,055
. FHILLIS, David A.	.654500	GPS Officer	12,7:0
MA.CLI, Louis F.	012616	OrS Officer .	12,210
YUZ: UY, Walter P.	064733	OPS Officer	12,730
PET AS. John D.	5:003	OPS Officer	11,675
WARER Thomas D.	59794	Instructor (CFS)	9.95 5
HICKS, Calvin W.	56351	Guerrilla Warfare Officer	9,475
RITZY, James	50471	OPS Officer	მ, ინ0
"ILEO, Anthony L.	559127	OPS Officer	7,330
BIAIR, Villiam E.	50218	Instructor (OPS) .	8,955
VETDALL, Sidney S.	059517	OFS Officer	11,155
RRYNGLUS, Robert	55407	OF Officer	12,470
SPA COS. Srnest W.	52285	Instructor (OFS)	12,470
BPCWY, Pravel S.	61901	OF. Officer	c,475
CARTWRIGHT, Cecil J.	57840	OFG Officer	9,215
CHELLIFO, Semuel J.	55622	ADL Office-	7.820
10RALSS, David S.	63385	UrS Officer	12,210
RENT, William t.	559193	CrS Officer	9,215

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

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ALETT J. ECHOLS

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

APPOINTMENT AFFIDAVITS

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

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	CENTRAL INTELLIGENC	E AC	ENC	Y .		W	ASHI NOTON	, D.C.	
••••	(Department or agency)	****** **		(Burrer	or (Sybion)	(P	lece of employmen	nt)	-
I,	DAVID ATLES PHILLIPS	****	3		. :	, do solen	nnly swear	(or affirm) that-	
A. C	ATH OF OFFICE			•	, ,				
vit	DAVID ATLEE PHILLIPS do solemnly swear (or affirm) to	obligation freel	y						

B. AFFIDAVIT AS TO SUBVERSIVE ACTIVITY AND AFFILIATION

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

C. AFFIDAVIT AS TO STRIKING AGAINST THE FEDERAL GOVERNMENT

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

D. AFFIDAVIT AS TO PURCHASE AND SALE OF OFFICE

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

E. AFFIDAVIT AS TO DECLARATION OF APPOINTEE

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

COLL	ECL.	~	
14	+ mare 1960	Dis a Pl	user
	(Date of entrance on duty)	(Signature of appo	inter)
Subse	cribed and sworn before me this 11.th	day of	A. D. 19 ⁶⁰
: at	WASHINGTON, D.C.		21 21.
1 .	, (City)	t (Sta	te)
. ! 	[SEAL]	Signature of other	
: :		PERSONNEL CLERK	
NOTE	The oath of office must be administered by	(Title) a person specified in 5 U.S.C. 18, or b	r a person designated to

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

DECLARATION OF APPOINTEE

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

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

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STANDARD FORM 144 REVERS SETTEMBER ING U.S. CIVE SETVICE COMMISSION	STAT	EMEN	IT O	F PŘ	OR F	EDER	AL CI	#IAN A	NO MIL	ITARY S	ERVICE		
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PHILLIPS		*TLEE	
1.	RESIDÊNÇE DATA		
PLACE OF RESIDENCE WEN APPOINTED	LAST PLACE OF MESIDENCE		
HAVANA CUBA	HYEROSE LANE	ABBALZAL	€. 11A.
PLACE IN CONTINENTAL U.S. DESIGNATED AS F	ERMANENT RESIDENCE	,	
4804 WASHOURD FORT	WORTH, TENER		
2:	MARITAL STATUS		
CHECK (X) ONE: SINGLE	ARRIED SEPARATED D	IVORCED #100	WID . ANNULUED
IF MARRIED, INDICATE PLACE OF MARRIAGE			DATE OF MARRIAGE
FORT WINTH, TEXAS	• •		3. TUUE 1948
IF DIVORCED, PLACE OF DIVORCE DECREE			DATE OF DECREE
		· .	3.
IF WIDOWED, INDICĂTE PLACE SPOUSE DIED		-	DATE SPOUSE DIED
IF PREVIOUSLY MARRIED, INDICATE NAME (3) C	F SPOUSE, REASON(S) FOR TERMINAT	ION, AND DATE(S)	
JOAN HILDEBRAUDT,			ATBILITY).
" " " " " " " " " " " " " " " " " " "			,
	FORT WORTH, TEXAS	, ? 19	143
3.		<u></u>	
NAME OF SPOUSE	MEMBERS OF FAMILY ADDRESS (No., Street, Cety, Zo.		7
			LUD WAY 6 -440
HELEN N. PHILLIPS	ALBAN TOWERS TOWN AM	ال ردم بهوس رعه و د	
NAMES OF CHILDREN	ADDRESS		SEX AGE
MARIA LOJIKE PHILLIBS			E 18
DAULD A . PHILLIPSITE.	1	••	F 7
ATLEE YOU'VE PHILLIP!	, , ,	•	1 1 1
CHAICTONIER WALLE PHILLIP.	~ · · ·	11	M 3
NAME OF FATHER (Or male guardian)	ADDRESS		TELEPHONE NUMBER
EDWINT. FHILLIPS (DICEACED)	- bx.	•	I NA
HAME OF MOTHER (OF treate guardian)	ADDRESS		FELEPHONE NUMBER
MARY LOUISE PHILLIPS (OFFERSE)	1,~~		LA
WHAT MEMBERISE OF YOUR FAMILY HAS BEEN TOL	D OF YOUR ASSISTANCE PLYW THE	CENCY FOR ENGREENCY	81,0805558
	TPHILLIPS TR INTOLL O		Dr. 7 (DOLIN) IX
	BE NOTIFIED IN CASE OF EMERGI		
NAME (MT. Mrs Mess) (Last-Parst-Maddle		RELATION	
PHILLIPK HELEN I	-KONENE	ا مع)	1-2
		HOME TEL	EPHONE NUMBER
BUSINESS ADDRESS (No., Street, City, Lane,	IF TOWERCY	w 6	-6400
BUSINESS ADDRESS (No., Street, City, Zone,	STATE) AND NAME OF EMPLOYER, IF	APPLICABLE BUSINESS	TELEPHONE & EXTENSION
Novē		l N	ove l
15 THE INDIVIOUAL NAMED ABOVE BITTING OF T	OUR AGENCY AFFILIATION?		
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HAKGELLIDOM FOR:

SUBJECT

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). It's You are to dispregued this postice of the Bordey counting Pursonnal ESD Orientation and the Manday forning Socurity Tatroduction (which you will receive during your second or Wird sock with the Agency) which outhorism contain assessmed to identify the modern with whic agorof, when accounty, for credit, rental of resimul, ard Mike purposas.

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Dan G Phiser

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STAFF AGENT LETTER OF APPOINTMENT

Mr. Spring Phillys

Dear Mr. Philips

- 1. Pursuant to the authority vested in me by section 5.2 of the Confidential Fund Regulations, you are hereby appointed a Staff Agent of the Government at an initial salary of \$10, 320, grade GS-14, effective as of
- 2. As a Staff Agent of the Government, you are an appointed employee of the Government and as such are entitled to all the emoluments of, and subject to the restrictions of, that status. As a Staff Agent, you will undertake certain cover employment or activities as directed by the Government. Your Federal income taxes will be reported and paid in conformance with AFN 20-660-4, dated 26 November 1954, and/or any subsequent Government issuances promulgated on this matter.
- 3. As an appointed employee of the Government, you are required to make certain contributions to the Civil Service Retirement Fund. In the event that you are paid through a cover facility, you will be required to return to the Government at such times and in such manner as it shall direct the required contributions (presently six per cent (6%) of your gross salary). If the conditions of your cover require that you make contributions to the Social Security Fund, such contributions will be at your expense.
- 4. (a) In addition to your basic salary, you will be entitled to any post differential, living-quarters allowances, cost-of-living allowances (except post allowance), or other allowances that are granted Government employees stationed at the same permanent post of duty abroad. You will account for such allowances in compliance with applicable Government regulations.
- (b) In addition to the above payments, effective upon the arrival of you and your dependents at your initial permanent post of duty overseas you will be entitled to an equalization allowance calculated at the rate of \$3,670 per annum. This allowance is in lieu of any present or future standardized post allowance established for your initial permanent post of duty overseas, but is subject to the entitlement provisions applicable to standardized post allowances. It is understood and agreed that this allowance is predicated upon the comparative cost of living between Washington, D. C., and your overseas post, your unofficial cover, family status and basic compensation. Consequently, this allowance may be unilaterally adjusted or discontinued by the Government whenever warranted by a change in any of these factors. No accounting will be required for this allowance.

- 5. You will be advanced or reimbursed funds for necessary expenses including travel and operational expenses which are authorized by the Government or your cover. Accountings for such expenses will be in compliance with applicable Government regulations unless such accounting is inconsistent, with the practices of your cover facility. If the policies of your cover facility relating to payment of travel and transportation expenses differ from those of the Government, and if you are paid through your cover facility, you will receive and retain the amount paid by your cover without regard to Government regulations.
- 6. (a) It is specifically understood and agreed that as an appointed employee of the Government you are entitled to receive and retain only the salary, allowances, and other benefits which are commensurate with your appointed position and salary grade except as provided in paragraph five (5) above and paragraphs six (6), (b) and (c), below. Any compensation that you may receive from your cover facility will be offset against your salary from the Government, and you will return to the Government any salary, allowances and other pecuniary benefits which in the aggregate exceed your Government salary, allowances and other pecuniary benefits. You will report to the Government not less than semi-annually any sums received from your cover facility.
- (b) It is understood and agreed that any fees derived from the remaining three (3) lectures on your current lecture tour will not be subject to the offset provisions of this agreement. It is further understood and agreed, however, that said lectures will be made by you while on annual leave and that you will be solely responsible for all expenses incidental thereto. Subsequent to the completion of said three (3) lectures, the income derived from any additional lectures will be presumed to be income derived from cover activities and will, therefore, be subject to offset unless specifically excluded by an amendment hereto.
- (c) It is understood and agreed that should a specific manuscript, the title to which is set forth in your operational letter of instructions, be published during your tour of duty hereunder, the income derived therefrom will not be subject to offset as said manuscript was completed in its entirety prior to your appointment as a Staff Agent.
- 7. It is understood and agreed that your overseas assignment is to be for a minimum of two (2) years from the date of your arrival at your overseas post of duty unless such assignment shall be somer terminated by the Government for its convenience. If, in violation of this letter, you terminate your overseas assignment for your convenience at any time prior to the expiration of two (2) years from the date of your arrival at your overseas post of duty, you shall not be entitled to return travel or transportation for yourself or your dependents from such post of duty to the United States; and, further, if, in violation of this letter, you terminate your overseas assignment for your conversence prior to the expiration of one (1) year from the date of your arrival at your overseas post of duty, you shall reimburse the Government for all its expenses for your travel and transportation, and that of your dependents, from the continental United States to such overseas post of duty.
- 8. It is expressly understood and agreed that any and all documents which you may execute in the course of such cover employment are subordinate to this letter and any contradiction in terms which may in any way appear to amplify, extend or restrict your rights and/or obligations hereunder shall be resolved by this letter which shall always be dominant.

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

UNITED STATES GOVERNMENT

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	Office of Personnel

ACCEPTED:

Hadio Philips

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CONFIDENTIAL

You will utilize your established cover as a newspaper publisher and lecturer on Latin American affairs resident in Santiago, Chile. You have chosen to live temporarily in Cuba because of many unfulfilled lecture contracts in the United States. You have not returned to your business in Santiago because of the great expense of traveling between Chile and the United States. You will, in fact, return to the United States on two occasions to deliver lectures contracted before your employment as a Staff Employee of this Agency; (February 14 and 15 in Sioux Falls, South Daketa, and Wichita, Kansas; and March 13 in Palm Beach, Florida). You are strictly enjoined against using any material relating to intelligence or other covert activities. You are advised that the income received from the three scheduled lectures shall not be subject to the offset provisions of proceedings and a state of the offset provisions of process and the state of the offset provisions of process and the offset provisions of process and the offset provisions of process and the offset provisions of process and the offset provisions of process and the offset provisions of process and the offset provisions of process and the offset provisions of process and the offset provisions of process and the offset provisions of process and the offset provisions of process and the offset provisions of process and the offset provisions of process and the offset provisions of process and the offset provisions of process and the offset provisions of process and the offset provisions and the offset provisions of process and the offset provisions and the offset provisions and the offset provisions and the offset provisions and the offset provisions and the offset provisions and the offset provisions and the offset provisions and the offset provisions and the offset provisions and the offset provisions and the offset provisions are provided by the offset provisions and the offset provisions and the offset provisions and the offset provisions are provisions and the offset provisions and the offset provisions and the offset provisions are provided by the offset provisions and the offset provisions are provided by the offset provisions and the offset provisions are provided by the offset provisions and the offset provisions are provided by the offset provision and the offset prov (this letter of instruction). It is understood that the lectures will be made while on annual leave and that all expenses incidental thereto will be met by you. At some future date, should it be decided that you should renew your lecture activities, the decision as to whether or not the income will be subject to offset provisions will be made at Headquarters.

You me also informed that should the manuscript entitled "Pepcorn now in the Andes", men in the hands of your literary agent, be published during your tour of duty the income therefrom will not be subject to the offset provisions of this contract.

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4. MEMBERS OF FAMILY								
NAME OF SPOUSE		ADDRESS (Number	c) (Stee	ret) - (City)	(State	TELEPHONE		
	line	1	Rose Lan					
<u>Helen Hassch Phil</u> NAMES OF CHILDREN	11112	ADDRESS (Number	r) (Stre	(City)	(State)	SEX	AGE	
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4 .	ie guardian)	ADDRESS (Number	·) (Stre	er) (City)	(State)	TELEPHONE		
PERSON TO BE NOTIFIED	IN CASE OF EMERG	EHCY				L		
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Washington, D.	c. /	27 December	1955	Jame C.	Phi	22-	. [
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CERTIFICATE OF ATTENDANCE

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2	I certify that on	MAY 1 2 1955	I have attended
C.	the Induction Course	specified by Regul	ation 25-110.
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al yea	<i>t</i> ,	DAVID A. PA	ILLIPS
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STANDARD FORM 61 (REVISED AUGUST 1989)
PROMURCATED BY CLIN, SERVICE COMMISSION
FEDERAL PERSONNEL MANUAL

14-00000

APPUI	NIMENI AFF	IDAVIIS	
IMPORTANT.—Belore swearing to these attached	appointment affic d information for		nd understand th
CENTRAL INTELLIGENCE ACENC		WASHINGTON, D	
I, DAVID A, PHILLIPS		, do solemnly swear (or	affirm) that—
A. OATH OF OFFICE I will support and defend the Const domestic; that I will bear true faith a without any inental reservation or purp duties of the office on which I am about	nd allegiance to toose of eyasion; th	he same; that I take the at I will well and faith	is obligation freely
B. AFFIDAVIT AS TO SUBVERSIVE ACTIVIT I am not a Communist or Fascist. that advocates the overthrow of the Gov unconstitutional means or seeking by for Constitution of the United States. I de I become a member of such organization Government.	I do not advocate vernment of the Urce or violence to further swear (te nor am I a member of Inited States by force of deny other persons the or affirm) I will not so	r violence or other ir rights under the advocate, nor wil
C. AFFIDAVIT AS TO STRIKING AGAINST I I am not engaged in any strike again so engage while an employee of the Gov an organization of Government employe of the United States, and that I will not, an organization.	ernment of the Ues that asserts the	nt of the United States a nited States; that I am e-right to strike against	not a member of the Government
D. AFFIDAVIT AS TO PURCHASE AND SALE I have not paid, or offered or promise firm or corporation for the use of influence	ed to pay, any mo	ney or other thing of va	lue to any person,
E. AFFIDAVIT AS TO DECLARATION OF API The answers given in the Declarati correct.	POINTEE		orm are true and
1 April 1955 (Date of entrance on duty)		(Signature of appointer)	
Subscribed and sworn before me this23.	day of	April	, A. D. 19.55,
at. Washington, (Cay)		D. C. (State)	
(SEAL)	ili jiri Kiiilikkiidaa	Est is a it	anger I
• •	***************************************	(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.

E (A) DATE OF BIRTH	(B) PLACE OF DIRTH (c	ity or	lows	and S	fate or country)	
DITSHER BE 1950	7087	χ.	:67	47 T	1110	
& (A) IN CASE OF ENERGENCY PLEASE NOTIFY		LATION	SHIP		STREET AND NUMBER, CITY AND STATE (D) TILEFHON	
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MARE	(Que street r	CE ADD	RESS	any)	(3) DEPARTMENT OR NOT SHIP (Che SHIP)	
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INDICATE "YES" OR "NO" ANSWER B IN PROPER COLUMN	Y PLACING "X"	YES	NO	MITE	10. SPACE FOR DETAILED ANSWERS TO OTHER QUESTIONS WRITE IN LEFT COLUMN NUMBERS OF ITEMS TO WHICH DETAILED ANSWERS	
ARE YOU A CITIZEN OF OR DO YOU OWE ALLEGIANCE	TO THE UNITED STATES!	X				
ARE YOU AN OFFICIAL OR EMPLOYEE OF ANY STATE MUNICIPALITY?	TERRITORY, COUNTY, OR					·
.If your answer is "Yes", give details in I	teni 10.		X			
DO YOU RECEIVE ANY ANN'ITY FROM THE UNITED COLUMBIA GOVERNMENT UNDER ANY PETIRE MENT OTHER COMPENSATION FOR MILITARY OR MAY ALL SE	ACT OR ANY PENLIGH OR	:	×			
OTHIN ROMPHISSATION SON MULTICARY OR NAVAL SCRUCET. If your canware is "Yes, give in Titlem 10 reasons for returnment, that is, age, ontocal disability, or by reason of victimization of including memorial disability or by reason of victimization of including memorial disability or including memorial disability or available to the disability of naval service.						
SINCE YOU FILED AGENETICH RESULTING IN THIS APPRINTMENT HAVE YOU BEEN DISCHARDED ON A NOTO TO RESIGN, FOR MISCONDUCT OR UNIVAITS FACTORY SERVICE FAUN ANY POSITION.			×			
It your answersa "Yes", give in Item 10 th of employer, date and reason in each car	ne name and address le					
HAVE YOU BEEN ARRESTED (NOT INCLUDING TR WHICH YOU WERE FINCO US OR LESS OR FORFFITI LESS) SINCE YOU FILE AFYLICATION RESULTING II	DICPLEATERAL OF 325 OR	:	×			
If your answer is "Yes", list all such ca Give in each case, (I) The date, (2) the n or violation (2) the name and location is penalty imposed, it are, or other dispo	ature of the offense f the court, (4) the strong of the case					
ll appointed, your ângespeints will be ta	ken !	- 4	- 1			

INSTRUCTIONS TO APPOINTING OFFICER

(rectificate is made shall
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tules and Regulations and
be determined that applicant is not outside the age ronge for appointment.

(7) 446—If definite age limits have been established for the position, it should
be determined that applicant is not outside the age ronge for appointment.

(3) Citizenship is the sponstning officer is reposition on the
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3. POSITION TITLE
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OVERSEAS ASSIGNMENT
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TDY OR PCS
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TYPE OF COVER
NO. OF DEPENDENTS TO ACCOMPANY
NO OF DEPENDENTS' REPORTS OF MEDICAL HISTORY ATTACHED
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RETURN FROM OVERSEAS
ETA
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NO. OF DEP.'S
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9. REQUESTING OFFICER
SIGNATURE
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ROOM NO. & BUILDING
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(1	SECKET When Julied 24'	
REQUEST FOR MEDICAL EV		10 May 1972
Phillips, David A. (Dependen	nts Of) COS	N TITLE 4 GRAD
Brasilia, Brazil		6. EMPLOYEE S EXT. 7431
7. PURPO	SE OF EVALUATION	
PRE-EMPLOYMENT	HDQS/TDÝ	NMENT
	ETO.	
ENTRANCE ON DUTY	STATION	ust 1972
TOY STANDBY	PCS	icas, Venezuela
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o Jerijen	3D 5309 Hq	s 7431
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COS S. AUK DEITEUAUP DOTAGE	hand is	7 31 72.7~ 52
SPERRY PRESTON	SIGNATURE FOR CHIEF OF ME	DICAL STAFF
	<u> </u>	-76f.

hillips, David A. (dependents)		Branch Chief	(S-16
OFFICE, DIVISION, BRANCH			7451
HP//H/COG	OSI OF EVALUATION		1701
7. PURP			
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PRE-EMPLOYMENT	XX OVE	RSEAS ASSIGNMENT	
·		o/a 28 Dec	ember 1969
ENTRANCE ON DUTY		TATION	
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	Ruth A. S		Ext.
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	And the second second second second		s sd
Christopher Clark - son - 28 Dec 56	Bryan Moss -	- son - 31 Dec ton - son - 12	Seto 64
DEBBERKING BERTALL SP DGC 24		- Jul - 10	
REPORT OF EVALUATION QUALIFIED OS PCS	•		12 31 63
SPERRY PRESTON	÷		. •
The state of the s	SIGNATURE FO	OR CHIEF OF MEDICA	L STAFF
TE CONTRACTOR	- }		

s. Mang flast, Frest, Bidd	(•)	2 DATE OF BIRTH	3. GRADE
Phillips, David	1-A.	10/31/22	GS-16
4. OFFICE, DIVISION, BRANCH exacting caves of latera	(or oversess station and	9. PRESENT POSITION	. EMPLOYEE EXTENSION
DDP/VH/COG		Branch Calef	7451
7. PROPOSED STATION		. PROPOSED POSITION (FIRE	e, Number, Grade)
Rio de Jameiro		COS. # 0186, GS-	•00
B. TYPE OF COVER AT NEW STA	TION		II. NO. OF DEPENDENTS TO ACCOMPANY
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Vice Robert D. State Integree Form DS-1668 to		: .	• .
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LA. DATE OF REQUEST	14. SIGNATURE OF REQUEST!	DE OFFICIAL DE BOOM NUMBE	R AND BUILDING & EXTENSION
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7. OFFICE OF MEDICAL SERVICE	Ruth A. Sanford	30 3309	6813
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44 259a ··· ·····	SECI	RET	(4)

NAME (Last, First, Middle)		Ops Officer	A. GRADE
PHILIPS David A.		M. EM	PLOYE'S GAT.
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	REX HART		
TE		TURE FOR CHIEF OF ME CICAL STA	**

(When	Filled In)		
REQUEST FOR MEDICAL EVA	LUATION		6 September 1967
2. NAME (Loot, Pirot, Middle) Phillips, David		3. POSITION TITLE	4. GRADE GS-15
5. OFFICE, DIVISION, BRANCH		,	6. EMPLOYEE'S EXT.
7. PURPOS	E OF EVALUA	ATION .	<u> </u>
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PRE-EMPLOYMENT		HDQS/TDY OVERSEAS ASSIGNMENT	-
		gio	
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Washington, D. C.			2960
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FORM 259 USE PREVIOUS

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FORM 259 USE PREVIOUS

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

	MEDICAL 107100 DEC		
	MEDICAL ACTION REQ	UEST AND REPORT	
I REQUEST FOR PHYSICAL EXAMINA	LION BA		
- NAME (Last)	(First)	(Middle)	2. DATE
Phillips.	David	Δ, ΄	12 Dec., 1955
. TO POSITION	4. OFFICE, DIVISION	. BRANCH	5. GRADE
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Qualified for Departmen	tal Outy Only	011	gualified
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Remarko:			
Subject is q	ualified for proposed 7	days TDI assignme	nt. (12/12/55)
Must have a	physical examination or	return form trip.	•
This memo su	persedes previous quali	fication.	
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Full duty/General 9-9-54)

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

PERSONAL HISTORY STATEMENT

INSTRUCTIONS

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

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

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

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	SEC	TION XVII	MOTHER-IN-LAW	(If marriage center	nplated, fill in informati	on for future mothe	r in law)		
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Q		2. State other names the has us	H		,			· · · · · · · · · · · · · · · · · · ·	
		indicate circumstances (in by what authority). Use	icluding longth of time) extra space provided or	voder which cay is pages 15 and 16	umes noted in Item 2 abo of this form to record t	ere were used. If it	ogai chango, g	ive particulars (where a	
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	2	& Date of death	7. Cave of death		· · · · · · · · · · · · · · · · · · ·			Citizenship (Country)	
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٠.		3 Maturalisation certificate num	13, if glien	, give alies registration aux	iber 14 Date of	nd place of arriv	ol in U.S.		
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	SECT	ION XVIII -	FLATIVES BY GLOOD,		ADOPTION WHO BITE WORK FOR A FORE			 	
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·	"	U.S.			erer Zielwe	g 111, Do	rnach,	Switzerland	
	积	7 Employed by	,		8 Frequency of contact		9. Date of la		
		N/A	,	,	none 2. Selenceship	3. Date of birth	1961	arth (City, State, Country)	
	Ξó	7. · .					<u> </u>		
		5 Citizemhip (Country)		& Addross or country	on which relative resides				
					· · · · · · · · · · · · · · · · · · ·		9. Date of to	st contact	
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		Employed by Name (Last - First - Middle)	,		8 Frequency of contact 2 Relationship	3. Date of birth	4 Place of b	rth (City, State, Country)	
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	100 (3)	1. Name (Last-First—Middle		Address of country	2 Relationship	3. Date of birth	4 Place of bi		
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(For Office Use Only)

Use the following space for extra details. Reference each continued item by the section and item number to which it relates and sign your manual the end of the material. It additional space is required beyond page 16, use extra pages the same size as this page and sign each such page.

SECTION XI MARITAL STATUS FORMER HUSBAND

3.	Aborn.	Thomas	Joseph
J.	AUULUI		0 0 3 C p

- 4. N/A
- 5. 4-12-40
- 6. Washington, D.C.
- 7. 4-6-59
- 8. Hyattsvillo, Maryland
- 9. yes
- 10. U.S.
- 11. N/A
- 12. N/A
- 13. N/A
- 14. N/A
- 15. N/A
- 16. N/A
- 17. N/A
- 18. N/A
- 19. U.S. Embassy, Santo Domingo, Dominican Republic
- 20. 4622 Hunt Avenue, Chevy Chase, Maryland

21. Foreign Service Reserve Officer

22. U.S. Dept. of State

23. U.S. Dopt. of State, Santo Domingo, Washington, D.C.

- 24. N/A
- 25. N/A
- 26. N/A
- 27. N/A

(Signature

ipace for extra details continued on page 16

PERSONAL HISTORY STATEMENT - (Appendix I)

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

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

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

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

Black Dragon Society

Commonwealth College, Mena, Arkansas

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

CERTIFICATION

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

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

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

INSTRUCTIONS

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

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

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

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

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

14-00000

PHILLIPS DAVID A

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

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

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

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

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FOR DE BETTER OF CONNUNSATIONS.

CHIEF . MICONSTREES BRANCH. GC-S

CONFIDENTIAL

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SECTION A.		Renting	(40)				•
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5. I HAVE NO RESDING ABIL	. ITY IN THE LANG	WAGE.					/
ECTION B.		Writing	(41)				
I CAN WRITE PERSONAL I WRITE PACTUAL NAGRATIN NATIVE STYLE, USING THE I CAN WRITE PERSONAL L 2. RARELY, I CAN WRITE F	/E AND EXPOSITOR IE DICTIONARY ON ETTERS AND SIMI ACTUAL NARRATIV	IV MATIRIAL AITH RE ILV RARELV. LAR SIMPLE MATERIA E AND EXPOSITÕRY M	ASONABLE	CLARITY, a OMPLETE SUC WITH REASON	TH VERY FF# GRAW CESS, USING THE D ABLE CLARITY, BIT	ICTIONAR	**************************************
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5) I CANNOT WRITE IN THE I	LANGUAGE.						
ECTION C.		Pronunciatio	n (42)				
1. MY PRONUNCIATION IS NA	TIVE.					-	•
2. WHILE NATIVES CAN DETECT	T AN ACCENT IN	MY PRONUNCIATION	THEY HAVE	NO DIFFICU	LTY UNDERSTANGING	. ME.	
3. MY PRONUNCIATION IS OB	FIOUSLY FOREIGN.	BUT ONLY RARELY (AUSES DI	FFICULTY FO	R NATIVES TO UNDE	RSTAND.	
MY PROMUNCIATION IS DEC	ASIONALLY DIFFI	CULT FOR MATINES T	0 040885	TANO.			
5. I HAVE NO SHIEL IN PROM	UNCIATION						
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٠.	TINUATION OF PART II-LANGUAGE ELEMENTS	
SECTION D.	Speaking (43)	
I. I SPE In AL	AR PLUENTLY AND ACCURATELY IN ALL PRACTICAL AND SOCIAL SITUATIONS. I CONVERSE PREELY AND IDIOMATICAL PIELOS BITH MITCH I AN FAMILIAR.	n'e v
, 2. # SPC	AN FLUENTLY AND ACCUPATELY IN YEARLY ALL PRACTICAL AND SOCIAL SITUATIONS: I CAN CONVERSE IN MOST PERMITTED IN ACCUPATIONS, AND COMMON PROVERSE.	ELDS
3. 1 GET	ALONG QUITE WELL IN STRUKTIONS OF DAILY LIFE AND THAVEL AND CAN CONCOCT ROUTINE BUSINESS IN PARTICULAR.	FIELDS
① I WAN	AGE TO GET ALONG IN THE MOST COMMON SITUATIONS OF DAILY LIFE AND TRAVEL.	
5. I HAVE	E NO ABILITY TO USE THE LAND AGE IN ANY OF THE ABOVE RESPECTS.	
SECTION E.	tinderstanding (14)	
	ERSTAND NON-TECHNICAL CONVERSATION ON ALL SUBJECTS. BOTH FACE-TO-FACE AND ON THE TELEPHONE: I UNDER Y EVERYTHING I HEAR ON THE RADIO AND AT THE MOVIES, PLAYS, AND LECTURES.	STAND
	ERSTAND NON-TECHNICAL CONSERSATION ON HEARLY ALL SUBJECTS. BOTH FACE-TO-FACE AND ON THE TILEPHONE. STAND MOST OF BHAT I HEAR IN THE RADIO AND AT THE MOVIES, PLANS, AND LECTURES, INCLUDING MOST JORES	
	FRSTAND NEARLY ALL CONVERSATION ON TOPICS OF DAILY LIFE AND WAYEL, BOTH FACE-TO-FACE AND ON THE TELL UNDERSTAND MUCH OF MAY I NEAR ON THE RADIO, AND AT THE MOVIES, PLANS, AND LECTURES.	
1 UNDE	RSTAND THE SIMPLEST CONVERSATION, BOTH FACE-TO-FACE AND ON THE TELEPHONE. I UNDERSTAND SOME OF WHAT R ON THE RADIO AND AT THE WILLES, PLAYS, AND LECTURES.	r
5. 1 AM N	IOT ABLE TO UNDERSTAND THE SPONEN LANGUAGE	
	BEFORE CONTINUING - CHECK PART II TO ENSURE THAT YOU HAVE CIRCLED ONE NUMBER PER SECTION.	
• • •	PART 111-EXPERIENCE AS TRANSLATOR OR INTERPRETER [85]	
f. I HAVE	HAD EXPERIENCE AS A TRANSLATON.	
2. I HAVE	HAD EXPERIENCE AS AN INTERPRETER.	
3 BOTH Q	F THE ABOUL STATEMENTS APPLY.	
3) NONE OF	THE ABOVE STATEMENTS APPLY.	
	PART IV-CERTIFICATION	
REGULATION BECOME ELI	ITIFY THAT THE INFORMATION GIVEN ABOVE IS TRUE AND ACCURATE TO THE BEST OF MY INDREDGE AND BELIEF. FICATION CONSTITUTES MY APPLICATION FOR A MAINTENANCE ARARD PROVIDED. I MEDITIBLE UNDER THE TRMS NO. 25-1175. PAR. ICLES. 1. INDERSTAND THAT I MUST PASS AN OBJECTIVE LANGUAGE PROVIDED BY TEST BEFO GIBLE FOR AN ARARD, AND THAT I RRESPECTIVE OF THE DATE OF TESTING, ANNUAL MAINTENANCE ARARDS WILL BE AS OF THE ANNIVERSAMY DATE OF COMPLETING THIS FORM.	1
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		PART II-LANGUAGE EI	EMENTS.	<u> </u>			
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4.	I CAN BRITE PERSONAL LETTERS AND SIMI BUT BITH MANY GRAMMATICAL ERRORS AND						
ë.	I CANNOT WAITE IN THE LANGUAGE.						
ECTI	ON C.	Pronunciation (4	2)				
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2.	WHILE NATIVES CAN DETECT AN ACCENT IN	WY PROBUNCIATION THEY	MAVE NO DIFFICU	LTY UNDERSTANDING	. WE.		
<u>③</u>	MY PRODUNCIATION IS OBVIOUSLY FOREIGN		S DIFFICULTY FO	P NATIVES TO UNDE	RSTANU.		
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5 .	E WAYE NO SEILL IN PROMUNCIATION.						
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963663	LANGUAGE DATA RECORD	
18.166.2	PART 1-GENERAL	.
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111	11-33) ("OCAY"S DATE (34-38) 5	
TRENCH /	265 OCTOBER 22 1957 I HAVE NO PROFIES	
	PART II-LANGUAGE ELEMENTS	
ŠECTION A.	Reading (40)	
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2 I CAN READ TEXTS OF MI DICTIONARY DECASIONALI	MOST GRADES OF DIFFICULTY, OF A GENERAL NATURE OR IN LIELDS I AM FAMILIAR NITH LLV.	. USING THE
I FAN PEAD TEXTS OF A	AVERAGE DIFFIGULTY (nevepopors, reference materials, etc.), USING THE DICTIONAR	RY
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5- 1 HAVE NO READING ABIL	LITY IN THE LANGUAGE.	
SECTION B.	Writing (41)	
1. MRITE FACTUAL NARRATES	LETTERS AND SIMILAR MATERIAL WITH COMPLETE SUCCESS WITHOUT USING THE DICTIONAR LIVE AND EXPUSITORY WATERIAL WITH REASONABLE GLARITY, WITH VERY FEW GRAMMATICAL THE DICTIONARY ONLY RABLLY.	RY. I CAN ERRORS. IN
2. PARELY. I CAN WRITE F	LETTERS AND SIMILAR SIMPLY MATERIAL WITH COMPLETE SUCCESS. USING THE DICTIONAR FACTURE NAPRATIVE AND EXPOSITORN MATERIAL WITH REASONABLE CLARITY, WITH FEW GREENICH MAY NOT BE MATIVE, USING THE DICTIONARY OCCASIONALLY.	
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	LETTERS AND SIMILAR SIMPLE MATERIAL, WITH REASONABLE SUCCESS IN CONVEYING MY M. ICAL ERROWS AND IN A VERY FOREIGN. AWARARD STYLE, USING THE DICTIONARY FREQUEN	
5- I CANNOT WRITE IN THE	LANDJAGE.	
SECTION C.	Promaciation (42)	
1. MY PROMUNCIATION IS NO	Prist.	
2. BHILE NATIVES CAN DETEC	ECT AN ACCENT IN MY PRONUNCIATION THEY HAVE NO DIFFICULTY UNDERSTANDING ME.	
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4. MY PROMUNCIATION IS OCC	CASIONALLY DIFFICULT FOR NATIVES TO UNDERSTAND.	
F I HAVE NO SHILL IN PRON	NUMC(ATION.	13
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SECRET LANGUAGE DATA RECORD 94366**3** PART I-GENERAL HAME (Last-First-Widdle) 17-241 2. DATE OF BIRTH 129-301 # C = T = A Phillips DAVID DCTOBER 3(1922 I HAVE NO PROFICIENCY IN ANY FOREIGN LANGUAGE SPAHISH OCTOREL M57 22 PART 11-LANGUAGE ELEMENTS SECTION A. Reading (40) I CAR READ TEXTS OF ANY DIFFICULTY, OF A GENERAL NATURE OR IN FIELDS I AM FAMILIAR WITH, USING THE DICTIONARY ONLY RARELY, I CAN READ TEXTS OF MOST GRADES OF DIFFICULTY, OF A GENERAL NATURE OF IN FIELDS I AM FAMILIAR BITH. USING THE DICTIGNARY OCCASIONALLY. I CAN READ TEXTS OF AVERAGE DIFFICULTY (newspapers, reference materials, etc.). Using the Dictionaly FREQUENTLY. 4. I CAN READ SIMPLE TEXTS, SUCH AS STREET SIGNS, NEWSPAPER HEADLINES, ETC., USING THE DICTIONARY PREQUENTLY. 5. I HAVE NO READING ABILITY IN THE LANGUAGE. SECTION B. Writing (41) I CAN WRITE PERSONAL LETTERS AND ISIMILAR MATERIAL WITH COMPLETE SUCCESS WITHOUT USING THE DICTIONARY. I CAN WRITE FACTUAL NARRATIVE AND EXPOSITORY MATERIAL WITH REASONABLE CLARITY, WITH VERY FEW GRAMMATICAL EXPORS. IN NATIVE STYLE, USING THE DICTIONARY ONLY BARELY. I CAN BRITE PERSONAL LETTERS AND SIMILAR SIMPLE MATERIAL BITH COMPLETE SUCCESS, USING THE DICTIONARY ONLY Parely. I can write factual marrative and expository material with reasonable clarity, with few grammatical Errors, but in a style which may not be mative, using the dictionary occasionally. I CAN URITE PERSONAL LETTERS AND SIMILAR SIMPLE MATERIAL. WITH REASONABLE SUCCESS IN CONVEYING MY MEANING. BUT WITH OCCATIONAL MINOR GRAMMATICAL ERRORS AND IN OBVIOUSLY FOREIGN, AMERIAND STYLE, USING THE DICTIONARY

4. I CAN MAITE PERSONAL LETTERS AND SIMILAR SUPPLE MATERIAL BITH COMPLETE SUCCESS BITHOUT USING THE DICTIONARY PARCETATION.

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

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

5. I CANNOT BRITE PERSONAL LETTERS AND SIMILAR SIMPLE MATERIAL, BITH REASONABLE SUCCESS IN CONVEYING MY MEANING BUT BITH MANY GRAMMATICAL ERRORS AND IN A VERY FOREIGN, ARREAD STYLE, USING THE DICTIONARY PROGUESTIC.

5. I CANNOT BRITE IN THE LANGUAGE.

5. I CANNOT BRITE IN THE LANGUAGE.

5. WY PROMUNCIATION IS NATIVE.

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4. MY PROMUNCIATION IS DECISIONALLY DIFFICULT FOR NATIVES TO UNDERSTAND.

5. I HAVE NO SAILL IN PROMUNCIATION.

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CONFIDENTIAL WHEN FILLED IND

SECURITY APPROVAL

03112.00 : 1 :31

DATE 19 February 1960

YOUR

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

CASE NO. 1 40696

TO : Director of Personnel

FROM Director of Security

SUBJECT : PHILLIPS, David Atlee

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

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

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

A personal interview is not necessary.

FOR THE DIRECTOR OF SECURITY:

Chief. Personnel Security Division

. 2-24-60 CONFIDENTIAL

CONFIDENTIAL SECURITY INFORMATION SECURITY APPROVAL

Date: 26 April 1955

TO: Chief, Processing & Records Division

Your Reference:

SR-6038-PP

Personnel Office FROM: Chief, Security Division Personnel

Case Number:

10696

SUBJECT: PHILLIPS, David Atlee

1. This is to advise you of security action in the subject case as indicated below:

Security approval is granted the subject person for access to classified information.

Provisional clearance for full duty with CIA is granted under the provisions of Paragraph D of Regulation 10-9 which provides for a temporary appointment pending completion of full security investigation.

The Director of Central Intelligence has granted a provisional clearance for full duty with CIA under the provisions of paragraph H of Regulation 10-9.

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

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

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FORM NO. 38-101 FEB 1958 ONAL BACKGROUND

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PATERIAL REVIEWED AT CIA HEADQUARTERS BY

HOUSE SELECT (HITTEE ON ASSASSIMATIONS STAFF

SECRET

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

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

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

ADMINISTRATIVE FITTERNAL USE CHLY

13 May 1975

MEMORANDUM FOR: Chief, Contract Personnel Division

SUBJECT: Earnings of David A. Phillips

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

DATES	PAID AT \$7200 P/A	DUE DIFFERENCE BETWEEN \$7200 P/A & \$13000 P/A	TOTAL
19-31 Aug 58	\$ 240.00	-0-	\$ 240.00
Sept 58	600.00	\$ 32.22	632.22
Oct 58	600.00	434.97	1034.97
Nov 58-Jan 59	1800.00	-0-	1800.00
Feb 59	60000	88.60	688.60
March 59	600.00	-0-	600.00
April 59	600.00	157.07	757.07
May 59	600.00	128.88	728.88
June-July 59	1200.00	-0-	1200.00
Aug 59	600.00	80.55	680.55
Sept 59-Feb 60	3600.00	-0-	3600.00
1-13 March 60	260.00	- 0 -	260.00
Totals	\$11,300.00	\$922.29	\$12,222.29

JOSEPH H. HUDSON
Deputy Chief
Compensation and Tax Division

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Daniel Phillips 19 Aug 58 - 7200

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19-31 aug 58 -	260	······································
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	600 + 289.98	887.98
Nov 58 - Th	u Jon 59 600	\$1800.00
Feb 59 -		688,60
Mer 59 -		600.00
Cept 59 -	600+157.07	757.07
May 59 -	600+128.88	728.88
Jun - 54	600.	600.00
Jul 59	600	600.00
Cery 59	600 x 80.55	680.55
Sept 59	600	600.00
Oct 59	600	600.00
Nov 59	600	60.00
Dec. 59	600	600.00
Den 60	600	600.00
FEB 60	600	600.00
13 Ner 60	260	260.00

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

Total Pail 12,097.30

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

- 1. A basic document in consideration of this request is HCSA-825, dated 4 February 1954.
- 2. I was running an English-language newspaper in Santiago, Chile when asked to work with our Station there. My first pay was \$50.00 per month. The file contains a project approval dated 31 May 1950; TCS-A-1064 asks that the first payment be made to the U.S. bank on 1 August

locher of

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

E2 IMPDET CL BY 024345 6. I worked for the Agency in Santiago, then, between I August 1950 until departure for PBSUCCESS on 4 March 1954. I was always available and when I finally did leave it was for Agency business rather than my own. Thus I request that all or part of this time be approved as creditable toward retirement."

David A. Phillips

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Mr. DeFelice:

Information from Adele regarding Dave Phillips creditable service:

As of 31 December 1974:

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

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

Total creditable service:

21 years, 8 months, 8 days.

Sick leave will be added to that.

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

Bonnie

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

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Describ A Phillips

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Experted Experiment Stiff april 7 Feb 56

Les ignation Stiff agent 13 aug 58

Lorumater 13 May 58

Lorumater 13 May 58

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

SUBJECT

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

REFERENCE

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

2. Action required:

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

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

Rogers C. Brooks Deputy Chief

Contract Personnel Division

Distribution:

Orig - Addressee

1 - DDO/LA/Pers

1 - RAD/ROB

OGC Concurrence:

E2IMPDET CL by: 063837

PARTISTRATIVE-INTERNAL USE ONLY

13 May 1975

NEMORANDUM FOR: Chief, Contract Personnel Division

SUBJECT : Earnings of David A. Phillips

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

JOSEPH H. HUDSON
Deputy Chief
Compensation and Tax Division

MEMORANDUM FOR: Office of Finance/C&TD

SUBJECT

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REFERENCE

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

7s/ Regers C. Brooks

Rogers C. Brooks
Deputy Chief
Contract Personnel Division

Distributions

Orig - Addressee

1 - DDO/LA/Pers

1 - RAD/ROB

1 - Subjects CPD file

1 - CPD Chrom file

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

EZIMPDET CL by: 063837

SEVIET

MEMORANDUN FOR: Chief, TRB

SUBJECT

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

REFERENCE

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

Michael M.

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

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

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

3. Action required:

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

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

Rogers C. Brooks Deputy Chief Contract Personnel Division

- Ge .

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

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MIN POR: The Pile

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

1. 1. 1. 1.

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

21 Cat 70:

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

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

> Paul Hilson 3 Dec 1970

Michael M. CHOADEN

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

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

1. Adole: Hope the following with help your

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

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

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

Paul R. Wilson

	UNCLASS'FIED	L US	ERNAL E ONLY			CONFIDENTIAL CONFIDENTIAL	☐ S
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30	BJECT: (Ophonol)				CH	ICADEN	• •
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	MH Personnel	-	3D3102		6815	oate 6 April 1970	
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2.	ATTN: Adele		cz ·	/3	٠. ١٠ -	Attached is Mr. file and a dispatch fr	s offic
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3.		•				for retirement purpose a very complicated case	s. It i
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6.	Chief, Contract 5 E 69 HQS	Personne	l Div		-	1 1 to 6:	U
7.						On the basis of 2 dated 30 June 1966 (as	
						ruling on the crediture Subject's contract serv	listy of rice, NO
8.		1	•		1	can reply to the attom however, it is request:	id thus
9.	,			<u> </u>		review HERT for its far and advise ROB if the s Jun 66 is reaffirmed.	
10.			-			Your attention is	i ma ted
	· · · · · · · · · · · · · · · · · · ·	. 1 .				a discrepancy in identi contract service. In t	ming 1
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Chief, Western Hemisphere Division

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Chief, Operational Services

Chief of Station, Rio No Timeiro

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

Action Required: See Paragraph 9 et all

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

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

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

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

Michael C. CHOADEN

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CONTINUES

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USE PREVIOUS EDITIO

30 June 1966

MEMORANDUM FOR: Chief, TRB

SUBJECT

: Record of Contract Service for

CHOADEN, MICHAEL

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

Date
Action

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

19 August 1958
Hired as Contract Agent
13 March 1960
Ferminated

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

Rogers C. Brooks
Acting Chief, Contract Personnel Division

Distribution:

Crig - Addressee

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Chief, Contract Personnel Division ATTE : Pary Bay Spiels

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14 March 1960

MEMPRANDUM FOR: Chief, Contract Personnel Division

SUBJECT: Termination of Michael CHOADEN Contract

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

> J. C. King Chief, Western Hemisphere Division

Silve !

Mr. Michael M. Choaden

Dear Mr. Choaden:

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

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

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

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

. UNITED STATES GOVERNMENT

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10 February 1960

MEMORANDUM FOR: Chief; Contract Personnel Division

SUBJECT:

Amendment to Contract - Michael M. CHOADEN

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

Chief, and

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

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FROM	Contract Personnel Division
Subject:	Contract Extension for
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	UNITED STATES OF APPRICA
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18 August 1959

MEMORANDUM FOR: Chief, Contract Personnel Division Attention: Mr. D. H. Letcher

FROM

. Acting Chief, WHD

SUBJECT

: Renewal of Contract of Michael M. CHOADEN

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

FUN R. E. GONEZ

Acting Chief, Western Hemisphere Division

Mr. Michael M. Choaden

Dear Mr. Choaden:

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

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

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

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

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

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

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

ACCEPTED:

Wichael M. Choaden

ONLY STATES GOVERNMENT

Contracting Officer

ACCEPTED:

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

APPROVED:

SECRET

17 September 1958

MENORANDUM FOR

Chief, Contract Personnel Division
Attention: Mr. D.H. Letcher

FROM

: Chief, Western Hemisphere Division

SUBJECT

: Amendment To Contract of Michael M. CHOADEN

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

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

ff. c. king

Chief, Western Hemisphere Division

Mr. Michael M. Choaden

Dear Mr. Choaden:

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

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

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

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

UNITED STATES GOVERNMENT

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MEMORANDUM FOR: CHIEF, SCAPS

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: Contract Approving Officer, PP Staff

: Termination of Contract.

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

JEANNE K. LETELLIER Chief of Administration Psychological and Paramilitary Operations Staff

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PP/CONTRACT APPRICATES GATHER

19 October 1954

MEMORANDUM FOR: Chief, Psychological and Paramilitary

Operations Staff

SUBJECT:

Paul D. Langevin (P) - Covert Associate

REFERENCE:

Memo to Special Contracting Officer, CIA,

dated 12 October 1934, Same Subject

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

JOHN L. BISCHOFF Special Centracting Officer

DHL/pr
Orig & 1 Addressee
1 cc Employee Services Div.(attn. Joe Evans)
1 cc subject file
1 cc chrono
1 cc corres w/PPStaff file

CCC. 77

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ISMORANDUM FOR: SPECIAL COMMACTING CFFICKL, CIA

SUBJECTS

: Paul D. Langevin (P)-Covers Associate

It is requested that the succeed's reneract effective.

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

A COUNTY OF BANGE

Psychological and Paramilitary Operations Stat?

3.0ET.

MEMORANDUM FOR: Mr. Kermit Roosevelt

ATTENTION

: Mr. John Baker

SUBJECT

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

1. To those of us at Headquarters who have followed closely the work of Mr. Langevin in connection with PBSUCCESS, it is completely evident that he made one of the major and most outstanding contributions to this Operation and that he has demonstrated himself to be exceptionally qualified in the field of political and psychological operations (covert). I have just been informed by Messrs. Barnes and Langevin that the latter who has heretofore been employed in the capacity of a Contract Agent, desires to become more closely associated with the Agency and would like to be employed as a regular staff officer. I am very much in favor of following up on this opportunity, and I have good reason to believe that the Director likewise is specifically interested.

- 2. There are certain aspects of this case which appear to require special handling and tailoring -- none of which presents any difficulties as I see it -- but, on the contrary, would tie in very neatly with both the near term and longer range aspects of the employment of Mr. Langevin, These aspects are as follows:
 - (a) Mr. Langevin desires to begin his term of employment by the Agency with a period of service at Headquarters. (He has spent many years in Latin America, principally in Chile where he has owned and still owns a newspaper, and, in my judgment, it would be mutually advantageous to the Agency and to Mr. Langevin for him to spend not less than a year as a member of the Headquarters organization.)
 - (b) Mr. Langevin has for some years in the past been giving an annual series of lectures in various Latin American capitals. These lectures have been arranged by an agent of his in New York and his audiences have consisted of business and professional groups and women's organizations. The general subject matter of his lectures has included talks on the threat of international Communism to Latin America. Mr. Langevin would desire, if it can be worked out, to be permitted to continue to deliver lectures of this kind in the future and is at the present time

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

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

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

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

FRANK G. WISNER Deputy Director (PLANS)

cc" COPS -- DD/P

Date:

Mr. Paul D. Langevin

Loar sar. Lungevin:

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

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

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

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

employee of the United States Government paid from Government funds.

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

purposes in conformance with Civil Service Regulations.

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

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

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

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

UNITED STATES OF AMERICA

Special Contracting Officer

ACCEPTED:

Paul D. Langevin

WITNESS:

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APPROVED:

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com and,

Mr. Paul D. Langevin

Dear Mr. Langevin:

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

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

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

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

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

UNITED STATES OF AMERICA

JWIPA 4 mays4	BY
Consideración	Contracting Officer

ACCEPTED:

Paul D. Langevin

APPROVED:

Security Information

13 June 1952

MEMORANDUM FOR: Record

OTRJECT : ,∰ PBCRCVEL Amendment /1

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

HOWER BEETT, Jr. WE/Project Coordinator

WID/HB/jo

Distribution Origi (0/09)

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

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MEMORANDIN FOR . OD CO

STTETTI NI

Mr. Wil iam Rowland

S'TJ:CT:

Project PROROVEL, Amendment No. 1

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

J. C. TAG

THD/JCK/THM/VLC/HB/de

Distribution Crief GTO

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