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MATERIAL REVIEWED AT CIA HEADQUARTERS BY BOUSE SELECT COMMITTEE ON ASSASSINATIONS STAFF MEMBERS

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NOTICE OF OFFICIAL DISABILITY CLAIM FILE

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2 0 OCT 1976

MEMORANDUM FOR: Chairman, GS-12 Evaluation Board

FROM : Raymond A. Warren

Chief, Latin America Division

SUBJECT: Recommendation for Promotion to

Grade GS-13, Daniel Flores

- 1. Mr. Daniel Flores was recently assigned to OTR as an operations instructor to capitalize on his fine operational record which he developed during his two field assignments in Guayaquil, Ecuador, and in Lima, Peru, and his most recent operational assignment with LA/COG. His overall performance has clearly been characterized by exceptional proficiency and he has been rated by his most recent supervisor as "outstanding" for his handling of a sensitive on-island case and his development and pursuit of Cuban operational leads. Mr. Flores has definite growth potential and clearly meets or exceeds the criteria for promotion to Grade GS-13, a promotion which is most strongly recommended.
- 2. During the past year Mr. Flores was responsible for handling a very sensitive and well placed on-island Cuban asset. This asset is probably one of the "messiest and disorganized individuals" with whom a case officer in this Agency has had to contend. However, Mr. Flores clearly demonstrated his fine handling abilities in his manipulation and exploitation of this agent. As a result of his guidance and his ability to effectively debrief this person, Mr. Flores was able to make this asset one of our most productive on-island sources. During the last year this source produced S1 reports on subject matter which often commanded attention at the highest levels of our government.
- 3. Hr. Flores has shown a remarkable growth potential during the last year. He is determined, persistent, serious, and commendably aggressive. He is mature, self assured, and his operational decisions are sound. His managerial skills are in keeping with his operational potential. He was often called

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upon in the last twelve months to act as Chief of his section, a GS-14 position. He demonstrated sound leadership qualities by stimulating interest and enthusiasm in his staff. His operational programs were aggressive and imaginative. Mr. Flores' supervisory talents combined with his excellent professional skills portend a continuing and successful career in this Agency.

- 4. While assigned to LA/COG, Mr. Flores was involved in the spotting, assessing, developing access to, and eventually pitching a Cuban who was the head of Cubana Airlines in a Latin American country. The recruitment pitch was not successful but the details of this operation were handled in the most professional manner. Mr. Flores developed more leads to relatives and friends of Cuban officials during this period than any other LA/COG operations officer. He has native fluency in Spanish and feels "at home" operating in the field. While in LA/COG Mr. Flores was called upon to do a considerable amount of TDY travel since he was on call to meet his on-island asset anytime, any place whenever the agent traveled out of Cuba. In addition to these travels, Mr. Flores did a lot of traveling seeking out and debriefing potential access agents. During this last year he clearly demonstrated his ability to function independently and to assume responsibilities usually reserved for officers much more senior in grade and experience.
- 5. Mr. Flores was assigned in July 1976 to OTR on a two-year rotational assignment as an operations instructor. Upon completion of this assignment, Mr. Flores will return to this Division to assume responsibilities, either at Headquarters or in the field, commensurate with his demonstrated operational and managerial talents. In recognition of Mr. Flores' outstanding agent handling skills, his overall professional competency, and his obvious growth potential, it is strongly recommended that Mr. Flores be promoted to Grade GS-13.

Raymond A. Warren

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21 September 1976

MEMORANDUM FOR: Chief, OTR/LTD

FROM

: Walter R. Cox

Chief, ALT Unit

SUBJECT

Completion of Training Report

Trainee: Daniel Flores
Training Program: MURAD

- 1. For your information and for documentation in Daniel Flores' official personnel file, this memorandum certifies that he received the five-day SAI Persuasion Skills course at an NOCB safesite in Arlington, Virginia, between 11 and 17 August 1976. The instructor was Mr. George Steitz.
- 2. Briefly, the SAI course is a program in human relations and communications effectiveness on the interpersonal level. It provides the trained with a framework for analyzing problems usually encountered in supervisory or in agent development, recruitment, and handling situations and with a system for presenting his ideas in a way standing the best chance for success in gaining a target individual's willing acceptance. Flores was an active and most interested participant throughout the program and achieved a good understanding of the basic principles involved. A copy of his course critique is attached for your information.
- 3. Since Flores is an ALT Instructor, we plan to dispense with the formality of a post-training questionnaire.

Walter R. Cox

Originated by:

George W. Steitz

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MR/ALT Staff Trained: Mr. Daniel Flores Instructor: Mr. Steitz August 1976

To assist us in making decisions about future SAI training or application, your answers to the following questions will be most appreciated.

- 1. Do you feel SAI training was helpful to you? (If you choose to do so, please explain why or how.) This course was extremely useful to re. One of the main features of the course how to percieve the others persons objectives before your cwn was of particular interest because, as an instructor it will be one of the main tools I will use in evaluating the level of understanding of each traines. This experience will also be very helpful to me in my career as a case officer. I can think of several instance where SAI could have helped me turn several failures (recruitment pitches) into successes.
- 2. Gid SAI training provide you with any concepts or tools which can be applied in a practical way to your work problems? To your personal life? Any examples you care to mention?

The benefits that this course will provide for me in my job as an instructor are clear. I am absolutely certain that putting the SAI concept into practice will bring forth not only self satisfication but career benefits as well. This will also be very helpful to me in my personal life. I can see now that some of the concepts will be put to work immediately.

- The greatest revelation from an operation point of view, was the clarification of perhaps an erroneous idea we have about obtaining our intelligence objectives. I always operated under the belief that the most important thing in my work was to attain my objectives, i.e. the recruitment of an agent. SAI revealed that this is true but it also revealed that it is more important to first considered the target's (agent's) objectives. Once we do this our chances (in my opinion after taking SAI) wandees would probably increase by at least 90 per cent. If I were to stress one point it would be that more emphasis be placed on dealing with the target's rather than the CO's objectives.
- I am sure that kany people would be recovereded for this training and that all would benefit for it. However, I would strongly recovered that personnel officers be given SAI at a prerequisite to their these would certainly help them in dealing with large numbers of different people.

5. What other components or categories of personnel do you believe would benefit from SAI training to a degree making it worthwhile for them to receive it?

- 6. Please comment, if you have any definite opinion, on the duration and pace of the training: too long/short? too fast/slow?

 The pace of the course was exellent. However, adding one or two more days would certainly help in putting the SAI concepts into practice by the trainee himself. That is, perhaps a live excercise with a person who is not sware of the training situation. A trainee could be tasked to elicit information from an unwitting participant. The use of videotapes and/or movies would help in testing the trainees perceptiveness through the course.
- 7. Any other comments you may wish to make:

A brief correct about the instructor. He was definitely responsible for the success of the course. Mr. Steitz showed excellent knowledge of the SAI material and throughout the course kept the student's interest alive m by showing tremendous enthusiasm in what he was teaching. The end result of the professionalism that Mr. Steitz demonstrated in the class is reflected in the comments stated here and in the confidence he instilled in re personally.

8. On a scale of 1 to 5, how would you rate SAI training in relation to other training you have received from the Agency? Please encircle applicable number:

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MEMORANDUM FOR: Secretary, CSCS Panel A

SUBJECT

Recommendation for Provotion to Grade

GS-11, Daniel Flores

1. It is recommended that Mr. Daniel Flores be premoted from GS-10 to GS-11.

- 2. Mr. Plores is 36 years old and joined the Agency in March 1962. He has successively been a file clerk, translator, intelligence—assistant, career trainee and operations officer. He worked part time for several years so that he could obtain his PA degree from American University. This he did in 1967 with his specialty being Latin American Affairs.
- 3. Hr. Flores, who is bilingual in English and Spanish, has just completed his first everseas tour as an operations efficer in Guayaquil, Ecuador. It is on the basis of his very fine performance during this tour that this promotion request is based. Also as a result of his record in Guayaquil, he has been assigned to Lima Station as an operations officer in a position which is rated as GS-13.
- 4. The Chief of Base, Guayaquil, and the Chief of Station, Quito, both bave rated "r. Flores as "Strong" in his fitness reports and both have stated that his performance in Guayaquil merited a Quality Step Increase. This QSI request is currently being processed and is based on the outstanding job Mr. Flores did in connection with a very sensitive technical operation. He planned the pre-installation aspects, supervised the installation, located the listening post, recruited the transcriber/secretary and processed all the intelligence which was produced. The intelligence derived from this source has been of consistently high quality and the operation has been described by the Chief of Station, Quito, as the best and mest productive of all the operations in Ecuador. Throughout all aspects of the operation, "Ir. Flores maintained tight central on its security and avoided any problems in this respect.

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5. By his performance in Guayaquil, Mr. Flores has demonstrated that he has found his proper role as an operations officer and that he has potential for growth in this area of endeavor. WH Division strongly recommends that he he promoted to GS-11.

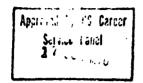
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2 JUN 1970

MEMORANDUM FOR: Secretary, CSCS Panel (Section C)

SUBJECT

Recommendation for Promotion to Grade GS-10, Daniel Flores

1. It is recommended that Mr. Daniel Flores be promoted from GS-9 to GS-10. Mr. Flores has been in his present grade since April 1969.

- 2. Mr. Flores joined the Agency in 1962. Initially he was employed on a part-time basis in the MI Division while attending American University. He received his AB degree in 1967 and became a full-time staff employee. On the strong recommendation of his supervisors, Mr. Flores was accepted for the Career Training Program which he completed in August 1968. After rejoining the MI Division, he was selected for assignment as an operations officer at the Guayaquil Base, where he arrived in May 1969.
- 3. Mr. Flores has made a most impressive beginning in Guayaquil. He has adapted to new tasks and a new environment with a mature assurance and a professional approach. Shortly after arrival in Guayaquil the Base was temporarily depleted of other officers. Mr. Flores carried out the duties of acting Chief of Base in a most commendable manner. His fluency in Spanish and his Latin background have been definite assets in the performance of his duties. His performance to date has demonstrated that he handles his agents securely and productively. Both Mr. Flores and his wife have been well accepted within the local community and they carry out their representational duties very effectively.
- 4. Mr. Flores has proven to be a competent operations officer. As he further develops through experience and responsibility he should become eligible for rapid advancement. In any case he is already performing at a level higher than his present grade and a prometion at this time is strongly recommended.

hilliam V. Broe Chief hestern Hemisphere Division

S. L. C. R. L. T.

MALL PER SIGN El Oak SECRET 14.50 .. Chief, WY Davision Chief of Statton, Quito 1204 SUBJECT Proposion for ¿ Time in Courts Folly Approved by CS Career ACTION REQUIRED: See Below Service Panel 17 JUL 19/4 During the visit of the Shief, WHD to the Base lant November 1969 he mentioned to the COS, Quito and the COB that the promotion for the promotion (from GS-9 to GS-10) 200210 be forthcoming; he also said this to (during a private meeting. Thus far, however, there has been no notice of the promotion action. The COB assumes that the delay is related in some way to the dates set for meeting of the promotion panel IT The grade. If this assumption is not correct, however, and some further action by the Base is necessary in addition to: the recommendation contained in Flores last Fitness Report, the COB would appreciate being aivised. Distribution: Lorig. & 2 - C/W!D) 2 - COS, Quito " " | MILLIE | 10 LEVER CAR KIN'S APACED DATE HEST-1474 26 May 1970

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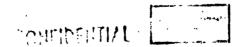
: Executive Secretary CSCT Selection Board

Subject

: Application for Career Training Program

- 1. I am pleased to inform you that you have been accepted for the Career Training Program. Let me congratulate you and wish you the maximum profit and pleasure from your proposed training.
- 2. You will remain with your present Component until the beginning of the next Integrated Training Program, to begin 11 December. At that time you will be reassigned to the CTP T/O where you will remain until your training has been completed.
- 3. Should you have any further questions, do not hesitate to call on the Program Officers.

ROBERT B. PRESSAN Chief, CTP



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MEMORANDUM FOR: Secretary CSCS Panel, Section D

SUBJECT

Recommendation for the Promotion of Mr. Daniel Flores From GS-05 to GS-06.

- 1. Mr. Flores has been working in WH/COG and its predecessor groups since 1963. His fitness reports have been consistently good and the comments of his supervisors laudatory. In mid-1965 Mr. Flores was changed from full-time to part-time staff employee in order to allow him to attend American University on a full-time basis. His course of study leads to a Bachelor's Degree in Political Science with emphasis in Latin American affairs. Mr. Flores has made the Dean's List the past two semesters and will receive his degree in August 1967.
- 2. Throughout his career Mr. Flores has shown himself to be a strongly motivated employee, willing and capable. The calibre of his performance has been consistently good and he has shown steady improvement as he acquired the skills and knowledge of intelligence business. He is reliable and conscientious and we have good reason to expect that he will develop into a very competent operations officer. He will apply for the CT program in September and his application will be wholeheartedly supported by WH/COG.
- In WII/COG Mr. Flores has served as an Intelligence Assistant in support of CI operations. In addition he has assisted in the training of agents in radio and secret writing communications. Mr. Flores is bi-lingual - Spanish and English - and is adept as an operational Translator-Interpreter.
- 4. Mr. Flores was promoted to GS-05 on 16 March 1964. He has been performing duties at GS-06 level for the past two years and it is sincerely recommended that he be promoted . promptly to GS-06.

Chief Western Hemisphere Division

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SECRET (When Filled in)

9 September 1966

MEMORANDUM FOR: Mr. Daniel Flores

THROUGH : Head of CS Career Service

SUBJECT : Notification of Non-eligibility for Designation as a

Participant in the CIA Retirement and Disability System

1. As you may know, we are in the process of reviewing the employment history and current career field of all employees in the Agency to identify those who are eligible for designation as a participant in the new CIA Retirement and Disability System. In this process, the initial review of each case is made by the individual's Career Service. If the Head of his Career Service nominates him for participation in the System, this nomination is reviewed by the CIA Retirement Board which recommends final action to me. However, if the Head of the Career Service advises that the employee does not meet the basic requirements of HR 20-50 for participation, I have accepted this finding without further review by the CIA Retirement Board. This practice has been adopted in the interest of expediting this screening process so that those employees who are eligible to participate in the System may be designated participants as soon as possible.

- 2. In your case, the Head of your Career Service has advised me that you do not meet the requirements of HR 20-50 for designation as a participant and I have accordingly made the formal determination required by the regulation that you are not eligible for designation. This in no way affects your current status under the Civil Service Retirement System, nor does it preclude reconsideration of your eligibility to participate in the CIA System if you should meet the requirements for designation in the future.
- 3. Should you desire further information concerning the requirements for designation as a participant in the CIA Retirement System, I suggest that your read paragraph e of IIR 20-50 and paragraph 5 of the Employee Bulletin dated 30 July 1965, entitled "Public Law 88-643, The Central Intelligence Agency Retirement Act of 1964 for Certain Employees."
- 4. It is always possible that the records upon which the determination made in your case may have been incomplete or inaccurate regarding your actual employment history with the Agency. If, after studying the materials cited above, you have questions regarding the determination that you are not eligible to participate in the CIA Retirement System, please feel free to contact officials of your Career Service. They are familiar with the details of your case and will gladly discuss them with you. In addition, you may wish to discuss your case with the CIA Retirement Staff located in Room 205, Magazine Building (extension 2847). If such discussions do not resolve any questions you have regarding your eligibility, you may request that your case be formally considered by the CIA Retirement Board. However, this request must be made within 30 days of the Gate of this memorandum.

Emmett D. Echols
Director of Personnel

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CENTRAL INTELLIGENCE AGENCY WASHINGTON, D.C. 20505

17 JAN 1966

Claimant: Daniel Flores File No.: 7000438

Mr. Wilfred J. Harren Chief of Section Division of Claims Services Bureau of Employees' Commensation Washington, D. C. 20211

Dear Mr. Harren:

Reference is made to Subject's claim for benefits of the Federal Employees' Compensation Act.

Enclosed is additional information submitted by claimant.

If we may be of further assistance in this matter, please so advise.

Very truly yours,

7e/ B. Defelice

B. DeFelice Office of Personnel

Enclosures:

As stated

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6 January 1965

MEMORANDUM FOR: Chief, CSPO

SUBJECT

Conversion to Part-Time Staff Employment

Mr. Daniel Flores

/l. Mr. Daniel Flores is an Intelligence Assistant. GS-07, assigned to the CI Staff of WH/SA. He is currently pursuing a program of studies in Government at the American University with special concentration on Latin American Affairs. To complete the major portion of his remaining requirements for the bachelor's degree, he is planning to attend the University full-time for a year. Any requirements still outstanding at the end of that period would be completed at night.

- The employee's duties in the CI Staff involves the translation of W/T and SW messages received from and sent to agents in Cuba, assisting in the training of agents in SW and communications procedures, and miscellaneous support functions in the CI Branch. He has proved invaluable because he has native fluency in every-day Spanish and is familiar with SW and communication techniques, problems, and training procedures. In addition to Mr. Flores utility for such cases as may arise in the future, he is personally acquainted with two of the double agents now in place in Cuba and with the numerous problems which constantly arise in their handling.
- In view of the need for Mr. Flores' services, the Chief, CI Staff, has asked the employee if he would be willing to continue in his present capacity on a part-time basis. The employee has indicated that he would accept such an arrangement. It is accordingly requested that WH/SA be permitted to convert him from a full-time staff employee to one employed on a part-time, regular tour of duty basis. Subject would be utilized for a total of 18hours per week, the maximum time that his school program will permit him to devote to Agency duties.

Robert D. Cashman

C/WH/Permonnel

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19 December 1963

MEMORANDUM FOR: Clandestine Services,

Career Services Panel

SUBJECT : Mr. Daniel Flores -

Recommendation for Promotion

1. Mr. Flores has been with the Agency for about eighteen (18) months and has been a member of SAS since June 1963. During the six (6) months he has been with SAS he has demonstrated intelligence and initiative. In addition to his fulfilling his primary responsibility as a translator, he quickly picked up the knowledge and experience necessary for an Intelligence Assistant in the Operations Support Section. His duties and responsibilities accordingly have been broadened. He has demonstrated ability to function independently as a member of the Operations Support Staff. He is cooperative and has maintaned a cheerful disposition under presure and through many late hours and weekends of duty.

2. In view of his excellent performance in SAS, his intelligence and ability, and his growth potential for a career in CIA, I strongly recommend that he be promoted to GS-5 as soon as possible.

JOHN K. KING Chief, SAS/Intel

APPROVAL RECOMMENDED

DESMOND FITZGERALD Chief, Special Affairs Staff

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14 February 1962

Mr. Daniel Flores Apartment 203 2828 Connecticut Avenue, N. W. Washington 8, D. C.

Dear Mr. Flores:

We are pleased to inform you that your appointment with this Agency has been approved at Grade GS-4, salary \$4040.00 per annum, as Clerk.

Your permanent employment will depend upon the completion of the following processing at the time of entering on duty: taking the eath of office, signing a loyalty affidavit, participating in a final security interview. Should anything of an unfavorable nature arise during this period, your employment will not result in a permanent appointment.

We hope you will be able to join us at an early date. Please dial 351-2781 and ask for Mrs. Shirley Wells, as soon as possible, in order to arrange an entrance-on-duty date. We would appreciate your selecting a Monday.

Please report to the Receptionist at 1016 - 16th Street, N. W., Room 201 at 8:15 a.m. and ask for Mrs. Wells on the reporting for duty date that you establish with this office. This address is located on 16th Street between K and L Streets opposite Hotel Statler.

Your gross earnings will be subject to deductions for Federal income tax and 6 1/2 percent for the United States Civil Service Retirement Fund. In addition, the benefits of low-cost group life insurance, which will be discussed with you at the time of your entrance on duty, are available to Federal civilian employees. This insurance is not obligatory. However, if you do not wish coverage, which is automatic, you should sign a Waiver of Life Insurance Coverage form at the time you enter on duty.

You will not receive a pay check for approximately four weeks after your entrance on duty.

If you have any problems, Mrs. Wells will be glad to discuss them with you when you call.

Very truly yours,

E. D. Echols Director of Personnel

OP/Corres/mjt File sent to: Shirley Wells

26 January 1962

Mr. Daniel Flores Apartment 203 2828 Connecticut Avenue, N. W. Washington 8, D. C.

Dear Mr. Flores:

Processing of your application for employment with this Agency is continuing. Please advise us if any circumstance should arise which might affect your interest in a position with us.

Your continued interest and patience are approclaised.

Very truly yours,

E. D. Echols
Director of Personnel

OP/Corres/sjm File sent to:Wells 20 October 1961

Mr. Daniel Flores Apartment 203 2828 Connecticut Avenue, N. W. Washington B, D. C.

Dear Mr. Flores:

In connection with your application with this Agency, it will be necessary for you to come to our Medical Office in Central Building, 2430 E Street, N. W., for a pre-employment medical examination which will include determination of physical health and emotional stability.

An appointment may be scheduled by dialing 351-2781 and asking for Mrs. Shirley Wells.

Very truly yours,

E. D. Echols
Director of Personnel

OP/Corros/car
file sent to shirley wells

12 October 1961

Mr. Daniel Flores Apartment 203 2828 Connecticut Avenue, N. W. Washington 8, D. C.

Dear Mr. Flores:

Your application for employment with this Agency has been reviewed with interest and the processing of your case has been initiated for a full-time position on the 3:30 p.m. to 12:00 p.m. shift at Grade GS-4, salary \$4040.00 per annum, plus a ten percent night differential for the hours from 6:00 p.m. to 12:00 p.m., as Clerk.

Your final appointment is dependent upon a number of factors including character and reference investigations, and other processing procedures which may require as long as 120 days. You may be sure that this processing is being accomplished as rapidly as possible.

During this period please notify us of any changes in your present status such as change in address, employment, marital status, etc. If you cannot accept the position or if you have any questions concerning your application, you should write to Mrs. Shirley Wells.

Members of this Agency are entitled to the regular United States Government leave and retirement benefits. Our salaries conform to the rates prescribed by Congress for United States Government agencies.

Thank you for your epoperation and patience during this waiting period.

Very truly yours,

A. D. Echols
Director of Personnel

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15 September 1961

Mr. Daniel Flores
Apartment 203
2826 Connecticut Avenue, N. W.
Washington 8, D. C.

Dear Mr. Flores:

Appropriate members of our staff are reviewing your application for employment to determine whether we have a position available for a person of your qualifications. Although we cannot predict the length of time needed for this review, every effort will be made to reach an early decision. We will keep you as fully informed as possible regarding the status of your case.

Very truly yours,

E. D. Echola
Director of Personnel

OP/Corres-bt file sent to Mr. Washam

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| REPORT OF INTERVIEW . | 21 August 1961 | gen info |
| Flores, Daniel | San Yarcos, Texas | 4 August 1935 |
| PIRMANINE ADDRES | | PHONE |
| 2828 Connecticut Ayenue, N.W., Apt. 203, | Washington, D.C. | 265-8322 PHONE |
| PLACE OF INTERVIEW | | DATE AVAILABLE |
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| RI clerk 3:30-midnight | 65- <u>1</u> | SET |
| Mr. Flores had just been recently rele he came in for interview. He has served Embassy duty in Peru and Boliva. His wi Dept. of State. He appears to be a matudark complexion and coloring. He is plan at C.U. and is available to work the #3% at the CS-4 level was discussed in the infirm in town; they have no children. | ased from active duty with two tours which included fe was formerly stationed re young man, clean cut, inning to continue his colon - midnight PI shift. A | Socurity guard at the Embassy with neat appearance, lege education clerical position |
| ACCIPIX | | |

Mr. Flores is in excellent health and had a very good repri with the Marine Copps. Known of nothing in his background that would be unfavorable in event of reference sheck. At initial interview he stated that he had no foreign connections, however, after contacting his family in Texas it was determined that his step-mother was born in Mexico and although blue came to the US in 1922, she has never become a US citizen.

Full clearance.

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CENTRAL INTELLIGENCE AGENCY

WASHINGTON 25, D. C.

Applicant Information Sheet No. 1

To all persons applying for employment with the Central Intelligence Agency:

This paper is the first step in applying for employment or consultant status with the Central Intelligence Agency. No application may proceed beyond this first step if the applicant is not in agreement with the conditions stated below:

General Considerations:

- 1. The National Security Act of 26 July 1947 (Public Law 253, 80th Congress) which created the Central Intelligence Agency places upon the Agency the responsibility:
 - a. "to advise the National Security Council in matters concerning such intelligence activities of the Government departments and agencies as relate to the national security;
 - b. "to make recommendations to the National Security Council for the coordination of such intelligence activities of the departments and agencies of the Government as relate to the national security;
 - c. "to correlate and evaluate intelligence relating to the national security, and provide for the appropriate dissemination of such intelligence within the Government . . . ;
 - d. "to perform, for the benefit of the existing intelligence agencies, such additional services of common concern as the National Security Council determines can be more efficiently accomplished centrally;
 - e. "to perform such other functions and duties related to intelligence affecting the national security as the National Security Council may from time to time direct."

The special character of this national responsibility requires the Agency to maintain correspondingly special employment criteria which may be different from the routine or normal employment standards of other Government departments and agencies which do not have the highly sensitive responsibility borne by the Central Intelligence Agency. It follows that the investigation of applicants prerequisite to their acceptance is a time-consuming process which, in addition to loyalty and security checks, includes evaluation of competence, physical and emotional fitness, and availability of a suitable position at such time as employment may be offered. This is called "clearance" of an applicant.

- 2. Investigation of an applicant may reveal something which prevents his clearance perhaps something of which the applicant is genuinely unaware, perhaps something which only the special employment criteria of the Agency make unacceptable. In any event, adverse findings by the Agency are conclusive and final so far as the Agency is concerned, and no statement of specific reasons is made to the applicant.
- 3. Employment by the Central Intelligence Agency is not a right upon which an applicant can insist. Offer of employment which is subject to full clearance does not constitute a commitment on the Agency's part giving an unsuccessful applicant grounds for any claim against the Agency. Acceptance of employment upon the condition of clearance is at the applicant's risk, taken with the knowledge that a very substantial percentage of applicants are not cleared.

Statement of Understanding and Agreement

I have read, understand, and agree to the foregoing General Considerations. If not accepted for employment by the Central Intelligence Agency, I will make no claim or demand in conflict with those considerations.

I have also seen and read Applicant Information Sheet No. 2.

SIGNED at Washington, D. C., this II day of September, 1961.

(Signature of Applicant)

Daniel Flores

Handle With Care

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"PPY ACJUSTMENT IN ACCORCANCE WITH THE PROVISIONS OF SECTION 5305 OF TITLE 5 U.S.C. AND EXECUTIVE CROER 12165 PURSUANT TO AUTHORITY OF DCI AS PROVIDED IN THE CIA ACT OF 1949, AS AMENDED, AND DCI DIRECTIVE CATED & CCTORER 1962."

EFFECTIVE CATE OF PAY ACJUSTMENT: G7 OCTOBER 1579

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"PAY AUJUSTMENT IN ACCOMMENCE WITH THE PROVISIONS OF SECTION 5305 OF TITLE 5 0.5.C. AND EXECUTIVE CROEK 12007 PORSUANT TO AUTHORITY OF DCI AS PROVIDED IN THE CIA ACT OF 1549. AS AMENDED. AND DCI DIRECTIVE DATED 8 OCTOBER 1962."

EFFECTIVE DATE OF PAY ADJUSTMENT: ON OCTOBER 1978

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"FAY ACJUSTMENT IN ACCORLANCE WITH THE PROVISIONS OF SECTION 5305 OF TITLE 5 U.S.C. AND EXECUTIVE ORDER 12010 PURSUANT 10 AUTHORITY OF DOL AS PROVIDED IN THE CIA ACT OF 1549, AS AMENDED. AND DOL DIRECTIVE CATED 8 COTOBER 1962."

EFFECTIVE CATE OF PAY ACJUSTMENT: C9 OCTOBER 1577

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EFFECTIVE CATE OF PAY ACJUSTMENT: 14 OCTOBER 1973

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EFFECTIVE DATE OF PAY ADJUSTMENTS 10 JANUARY 1971

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EFFECTIVE DATE OF PAY ADJUSTMENTS 28 DECEMBER 1969

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

EFFECTIVE DATE OF PAY ADJUSTMENTS 14 JULY 1968

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ADJUSTMENT OF SALARY RATE IN ACCORDANCE WITH THE SCHEDULES OF THE GOVERNMENT EMPLOYEES SALARY REFORM ACT OF 1964 PURSUANT TO THE AUTHORITY OF THE DIRECTOR OF CENTRAL INTELLIGENCE AS PROVIDED IN THE CENTRAL INTELLIGENCE AGENCY ACT OF 1949, AS AMENDED, AND POLICY DIRECTIVE ISSUED BY THE ACTING DIRECTOR OF CENTRAL INTELLIGENCE DATED 8 OCTOBER 1962.

SALARY CONVERTED TO RATE SHOWN FOR INDIVIDUAL'S GRADE AND STEP AS INDICATED IN CHART BELOW.

GENERAL SCHEDULE RATES Federal Employees Salary Act of 1964

| CDADE | | | Per A | nnum | Rates | g and | Steps | | | |
|--------------|---------|---------|---------|---------|---------|---------|---------|---------|---------|-------------|
| 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 | 4,055 | 4,180 | 4,305 | 4,430 | 4,555 | 4,680 | 4,805 |
| GS- 3 | 4,005 | 4,140 | 4,275 | 4,410 | 4,545 | 4,680 | 4,815 | 4,950 | 5,085 | 5,220 |
| GS- 4 | 4,480 | 4,630 | 4,780 | 4,930 | 5,080 | 5,230 | 5,380 | 5,530 | 5,680 | 5,830 |
| GS- 5 | 5,000 | 5,165 | 5,330 | 5,495 | 5,660 | 5,825 | 5,990 | 6,155 | 6,320 | 6,485 |
| GS- 6 | 5.505 | 5,690 | 5,875 | 6,060 | 8,245 | 6.430 | 6,615 | 6,800 | 6,985 | |
| GS- 7 | 6,050 | 6,250 | 6,450 | 6,650 | 6,850 | 7,050 | | 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 | 8,445 | 8,690 | 8,935 | 9,180 | 9,425 |
| GS-10 | 7,900 | 8,170 | 8,440 | 8,710 | 8,980 | 9,250 | 9,520 | 9,790 | 10,060 | 10,330 |
| GS-11 | 8,650 | 8,945 | 9,240 | 9,535 | 9.830 | 10,125 | 10,420 | 10,715 | 11,010 | 11,305 |
| OS-12 | 10,250 | 10,605 | 10,960 | 11.315 | 11,670 | 12,025 | 12,380 | 12,735 | 13,090 | 13,445 |
| OS-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 | 15.640 | 16,130 | 16,620 | 17,110 | 17,600 | 18,090 | 18,580 |
| OS-15 | 16,460 | 17.030 | 17.C00 | 18.170 | 18.740 | 19,310 | 19.886 | 20,450 | 21,020 | 21,590 |
| OS-16 | 18.935 | 19,590 | 20,245 | 20.900 | 21.555 | 22,210 | 22,865 | 23,520 | 24,175 | ,,,,, |
| OS-17 | | | | | | | | | | |
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IN ACCORDANCE WITH THE PROVISIONS OF PUBLIC LAW 87=793 AND DOL WEMORANDUM DATED 1 AUGUST 1986, SALARY IS ADJUSTED AS FOLLOWS, EFFECTIVE 5 JANUARY 1984.

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NAME SERIAL OF 3N FUNDS GROST SALARY SALARY
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CITE MFXICO CITY 51744

TO: WARHINGTON.

FUR: C/LA/PERS

Daniel Flores

SUBJECT: ADMIN/RYBAT/PERS/FR FOR

1. GIVEN BELOW IS THE FITNESS REPORT FOR THE PERIOD 1 OCT 78 TO 30 SEP 79. RATINGS ON SPECIFIC DUTIES AND NARRATIVE COMMENTS WERE PREPARED BY HARULD O. CHAIDEZ, DCOS. REVIEWING COMMENTS WERE PREPARED BY RONALD F. BRIERLEY, COS. THE REPORT HAS BEEN REVIEWED AND CERTIFIFD BY SUBJECT. SIGNED COPY OF FORM 45A BEING POUCHED.

- 2. THE FOLLOWING INFO IS KEYED TO FORM 45N, SECTION A:
 1. 03+130; 4. M; 5. GS-13; 6. DGG; 9. MEXICO CITY; 10. CAREER;
 11. ANNUAL; 12. 1 OCT 78 TO 30 SEP 79.
- 3. SECTION B. PERFORMANCE EVALUATION SPECIFIC DUTIES:
 1. DIRECTS THE ACTIVITIES OF AN 18-MAN CI LIAISON TEAM
 RESPONSIBLE TO THE STATION. RATING LETTER S.
- 2. RESPONSIBLE FOR TARGETTING CI OPERATIONS AGAINST SOVIET AND CUBANS IN MEXICO CITY. RATING LETTER S.
- 3. CASE OFFICER FOR AGENTS AND OPERATIONS DIRECTED AGAINST THE CUBAN TARGET. RATING LETTER S.
- 4. SUPPORTS STATION OPERATIONS AND ACTIVITIES DIRECTED AGAINST THE CHINESE AND OTHER TARGETS.
- 5. CASE OFFICER FOR UNE LIAISON PENETRATION. RATING LETTER S.

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4. SECTION C - NARHATIVE COMMENTS.

SHORTLY BEFORE THE DEPARTURE OF THE FORMER COS, HE SUBMITTED A SPECIAL MEMORANDUM ON SUBJECT'S PERFORMANCE (MEXICO CITY 50702) WHICH CONCENTRATED MOSTLY ON SUBJECT'S RESPONSTBILITIES IN THE CI FIELD. A COPY OF THIS MEMORANDUM IS AVAILABLE IN SUBJECT'S PERSONNEL FILE. THE UNDERSIGNED FULLY ENDORSES THE LAUDATORY COMMENTS IN THAT MEMORANDUM, BUT SINCE RUBJECT HAS TAKEN ON BROADER RESPONSIBILITIES, IT IS NECESSARY TO COMMENT ON OTHER ASPECTS OF HIS WORK.

FOR THE PAST MONTHS, SUBJECT HAS BEEN DIVIDING HIS TIME AROUT EQUALLY BETWEEN HIS CI RESPONSIBILITIES AND OTHER STATION OBJECTIVES, PRINCIPALLY THE CUBAN TARGET. SUBJECT WAS GIVEN THESE ADDITIONAL DUTIES BECAUSE THE CI OPERATIONS GROUP IS WELL ORGANIZED AND REQUIRES LESS DIRECT C/O INPUT, AND ALSO BECAUSE OF THE NEED TO DEDICATE ALL AVAILABLE RESDURCES AGAINST THE CURAN TARGET. THIS STATION IS ONE OF FOUR WITHIN THE DIRECTORATE WHICH MAVE BEEN SELECTED FOR A CONCENTRATED EFFORT AGAINST CUBA, AND THIS TARGET NOW RANKS NUMBER ONE AMONG THE STATION'S MANY PRIORITY OBJECTIVES. SUBJECT'S PAST EXPERIENCE IN CUBAN OPERATIONS, HIS ABILLITY TO PASS AS A MATIVE IN THIS COUNTRY. AND HIS OTHER STRENGTHS, WERE THE INGREDIENTS WHICH THE STATION NEEDED TO EXPLOIT IN THIS EFFORT.

SUBJECT HAS TAKEN OVER THE PRINCIPAL STATION OPERATION DIRECTED AGAINST CUBA. THIS WAS A FAIRLY NEW OPERATION AT THE TIME IT HAS ASSIGNED TO SUBJECT AND IT WILL MATURE UNDER HIS DIRECTION. FUR REASONS OF SENSITIVITY, A MORE DETAILED REVIEW OF SUBJECT'S WORK ON THIS OPERATION CANNOT BE PROVIDED, BUT THE HERORD SHOULD NOTE THAT DURING THE PAST THREE MONTHS, HE HAS HANDLED THIS OPERATION IN A THOROUGHLY PROFESSIONAL MANNER WITH STEADY PROGRESS BEING MADE TO FULLY EXPLOIT THE OPERATIONAL AND REPORTING POTENTIAL. ALSO DURING THIS REPORTING PERIOD, SUBJECT RENEMED CONTACT THROUGH MIS OWN EFFORTS WITH A FORMER REPORTING ASSET WHO HAD DRIFTED ANA! FROM COLLABORATION WITH THE ORGANIZATION. SUBJECT IS NOW ATTEMPTING TO BREATH NEW LIFE INTO THIS OPERATION AND BRING IT BACK UNDER CONTROL.

CUNTROL SUBJECT ALSO COOPERATED WITH ANOTHER GOVERNMENT AGENCY IN ATTEMPTING TO RE-ESTABLISH CONTACT WITH A LOCAL CUBAN

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OFFICIAL DURING THE TARGET'S VISIT TO THE BORDER AREA. SUBJECT WAS IN CHARGE OF COORDINATING THIS OPERATION WITH LOCAL LIAISON AND WITH THE OTHER AGENCY. THE OPERATION WAS SUCCESSFUL FROM THE POINT OF VIEW OF ARRANGING A MEETING WITH THE TARGET, BUT SINCE THE TARGET'S RETURN TO THE CAPITAL CITY, HE HAS REFUSED EFFORTS BY SUBJECT TO CONTINUE CONTACT.

ANOTHER EFFORT AGAINST THE CUBAN TARGET UNDER SUBJECT'S RESPONSIBILITY INVOLVES THE RESOURCES OF THE SPECIAL CI UPERATIONS GROUP. FOR SOME MONTHS NOW, THIS GROUP HAS BEEN TRYING TO MOUNT A SENSITIVE FI COLLECTION EFFORT AND PROSPECTS REMAIN FUCURAGING THAT THIS EFFORT WILL SOON BE OPERATIONAL. THIS IS A FAIRLY COMPLEX UNDERTAKING WHICH REQUIRES PATIENCE AND AN FLEMENT OF GOOD LUCK IN ORDER TO BE SUCCESSFUL. SUBJECT DESERVES CONSIDERABLE CREDIT FOR THE PROGRESS MADE THUS FAR AND IF EVERYTHING GOES ACCORDING TO PLAN, THIS OPERATION SHOULD BE PRODUCING WITHIN A SHORT PERIOD OF TIME.

APART FROM HIS WORK AGAINST THE CUBAN TARGET, SUBJECT MAS SUCCESSFUL IN RECRUITING AN ACCESS AGENT AGAINST A CHINESE OFFICIAL AND LATER WAS ABLE TO ESTABLISH CLOSE RAPPORT WITH THE OFFICIAL HIMSELF. FOLLOWING UP ON A LEAD FROM ANOTHER SOURCE THAT A LOCAL NATIONAL HAD A CLOSE RELATIONSHIP WITH CHINESE OFFICIAL, SUBJECT USED HIS NATIVE LANGUAGE AND APPEARANCE AND RECRUITED THE LUCAL UNDER THE GUISE OF BEING A MEXICAN GOVERNMENT OFFICIAL WHO WANTED TO MONITOR THE ACTIVITIES OF THE CHINESE IN MEXICO. ASSESSMENT INFORMATION OBTAINED FROM THE NEW SOURCE GREATLY FACILITATED THE ABILITY UF SUBJECT TO ESTABLISH CLOSE RAPPORT WITH THE CHINESE OFFICIAL UNCE CONTACT WAS MADE. SUBJECT WAS ABLE TO DISCERN THAT THE TARGET WAS POTENTIALLY VULNERABLE ON SEXUAL GROUNDS, BUT TIME DID NOT PERMIT THIS VULNERABILITY FROM BEING EXPLOITED BEFORE THE TARGET COMPLETED HIS TOUR AND DEPARTED THE COUNTRY. STATION REGRETS THAT A LEAD TO THIS TARGET HAS NOT IDENTIFIED EARLIER. BUT THIS DOES NOT DETRACT FROM THE PROFESSIONAL MANNER IN WHICH SUBJECT EXPLOITED EVERY OPPORTUNITY TO PUSH THIS CASE FORWARD AGAINST AN UNREALISTIC DEADLINE.

THIS REPORTING PERIOD HAS AGAIN BEEN ONE OF CONSIDERABLE ACTIVITY ON THE PART OF SUBJECT IN WHICH HE HAS DEMONSTRATED HIS TAIFNT FOR OPERATIONS AND PARTICULARLY HIS ABILITY TO

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DEVELOP AND HANDLE AGENTS. HE HAS DISPLAYED VERSATILITY AND FLEXIBITITY IN PURSUING HIS TARGETS AND IS EVER ALERT FOR VULNERABILITIES WHICH CAN BE EXPLOITED. HE USES GOOD JUDGMENT IN HANDIING HIS CASES AND HIS TRADECRAFT PROCEDURES DURING THIS PFRIOD HAVE BEEN SOUND. IT SHOULD ALSO BE NOTED THAT THE PARTICINAR CUBAN CASES WHICH HE IS INVOLVED ARE NOT EASY ONES. THEY REDULRE HARD WORK, AND THE FULL RANGE OF CASE OFFICER EXPERIRE IN ORDER TO PUSH THEM FORWARD. HIS RESPONSIBILITIES IN THE CI FIELD ARE EQUALLY DEMANDING. SUBJECT HAS MADE A VERY PUSITIVE CONTRIBUTION TO THE WORK OF THIS STATION DURING THIS REPORTING PERIOD AND WELL DESERVES A RATING OF STRONG FOR HIS VARIOUR DUTIES AND A STRONG FOR HIS OVERALL PERFORMANCE.

5. COMMENTS BY REVIEWING OFFICER.

I CONCUR WITH THIS EVALUATION AND BELIEVE IT IS MOST COMPREHENSIVE AND OBJECTIVE. HAVING WORKED WITH SUBJECT DURING AN EARLIER PERIOD OF HIS CAREER WHEN HE WAS THEN A GOOD OFFICER (1970-72), I AM STRUCK BY THE REMARKABLE PROGRESS. HE HAS MADE-IN THREE KEY AREAS: OPERATIONAL THINKING AND ANALYSTS, WRITING, AND SOUND, PROFESSIONAL APPLICATION OF BASIC OPERATIONAL PRINCIPLES.

I AM DELIGHTED THIS HIGHLY CAPABLE, AGGRESSIVE OFFICER WILL BE REMAINING A THIRD YEAR AT THIS STATION AND LOOK FORWARD TO A MAJOR CONTRIBUTION FROM HIM IN MOST OPERATIONAL AREAS OF PRESENT PRIORITY CONCERN.RVM 13 NOV 99 DRV D9C.3.

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Indicate significant strengths or weaknesses demonstrated in current passing, keeping in proper perspective their relationship to averall performance. State suggestions made for improvement of work performance. Give retainmentabilityine for thatalag. Comment on foreign language competence, if required for current position. Analytic or explaint ratings given in Section B to practice best basis for determining forms personnel action. Manner of performance of managerial or successively duties and cost consciousness in the rate of performance that the estre space is needed to complete Section C, ortach a separate these of performance of performance of performance of the complete Section C, ortach a separate these of performance of productions. Group from a brief assignment to the Office of Training. Prior to the OTR interim, Mr. Flores had been a COG case officer and was the reform familiar with its conversational techniques.

Mr. Flores came to the Quba Operations Group from a brief assignment to the Office of Training. Prior to the OTR interim, Mr. Flores had been a COG case officer and was therefore familiar with its operational techniques. During this ten-month period under review, Mr. Flores served as a section chief with responsibilities for East Asian stations with a Cuban target (Tokyo, Munila, and Hong Kong) and Canada. Mr. Flores was the only CS-13 officer to hold section chief responsibility, yet his performance compared favorably with that of the CS-14 section chiefs. As a section chief, Mr. Flores was supervisor for two operations officers, one intelligence analyst and a secretary. He was responsible for ensuring the prompt handling of correspondence to and from the field stations, and providing operational guidance and direction on matters pertaining to Cuban operations. His section was managed in a competent manner with Mr. Flores demonstrating his ability to delegate functional responsibilities.

The Cuba Operations Group also functions in a direct case officer capacity, and Mr. Flores frequently traveled TDY to handle cases. He was the operations officer for one particularly sensitive and productive on-island reporting case. This required him to travel on short notice and to arrange for secure meeting and debriefing sessions of this reporting source.

Mr. Flores also traveled to Canada on various occasions to meet with liaison contacts and participate in developmental operations. One particular recruitment attempt required Mr. Flores to spend several days in a motel room observing the

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FITNESS REPORT
Daniel Flores
NARRATIVE COMMENTS

cont.

movements of an operational target, and to devise a secure and timely method of approach to the individual Cuban.

In comparing Mr. Flores' performance as an operations officer and as a supervisor, I believe his performance is somewhat stronger in the former capacity. Mr. Flores has all the attributes of an excellent case officer: he is aggressive, thinks operationally, and is fast on his feet in an operational situation. He is further aided by his fluency in Spanish and has on more than one occasion successfully passed himself off as a Mexican businessman. During his TDY travels, he has repeatedly demonstrated dedication to the job at hand, willingness to work long hours, and a flexibility to handle all types of situations.

Mr. Flores is less enthusiastic when it comes to the paperwork and bureaucratic requirements of his position. While he is a good writer, he tends to handle his written tasks in a hurried manner and consequently, his work oftentimes requires review. He is also inclined to take the shorter and easier approach when handling the paper flow requirements. I mention these points not because they represent basic shortcomings, but simply to contrast them to his exceptionally high performance in his operations officer capacity.

In sum, Mr. Flores is an extremely experienced, competent and well motivated operations officer. His talent as a "street operator" with a keen sense for the human target has been amply demonstrated. He has now quite successfully been introduced to his first supervisory position and proven that he is competent for assignments of this nature. I believe Mr. Flores is capable of handling positions of increasing responsibility and should be given the opportunity to do so.

S E C R E T

| FITNESS REPORT | |
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| SECTION A GENERAL INFORMATION | |
| 1. EMPLOYEE NUMBER 2. NAME (Lost, frot, models) 0.36130 FLORES, Daniel 4 Aug 35 M 1 | ADE 6. 00 |
| 7. OFFICIAL POSITION TITE: OFFICIAL POSITI | CODE (ch ene/ |
| Instructor Ops DDA/OTR/LTD Mgs. Xime | 20 00 |
| 11. TYPE OF APPOINTMENT | |
| X CAREER RESERVE CONTRACT OTHER (Spot.) TEMPORARY ANNUAL X REASSIGN. | SPECIAL |
| 13. REPORTING PERIOD (POR-50-) 22 June - 19 November 1976 : A/A- | |
| SECTION B QUALIFICATIONS UPDATE | |
| IF QUALIFICATIONS UPDATE FORM IS BEING SUBMITTED WITH CHANGES, AND IS ATTACHED TO THIS REPORT, PLACE TO WORD YES: IN THE BOX TO THE RIGHT, IF NO CHANGES ARE REQUIRED, PLACE THE WORD 'NO IN THE BOX AT RIGH | |
| SECTION C PERFORMANCE EVALUATION | |
| U-Untailifactory Performance is unacceptable. A rating in this category requires immediate and positive remedial action, the nature could range from countering, to further training, to placing an probation, to reassignment or to separation. Describe or proposed in Section D. M-Marginal Performance is unacceptable. A rating in this category requires immediate and positive remedial action, the nature could raise immediate and positive remedial action. The nature could remediate and positive remediate action. The nature could remediate and positive remediate action. The nature could remediate and positive remediate action. The nature could remediate and positive remediate action. The nature could remediate and positive remediate action. The nature could remediate and positive remediate action. The nature could remediate and positive remediate action. The nature could remediate and positive remediate action. The nature could remediate and positive remediate action. The nature could remediate action. | action taken |
| taken or recommended should be described. P—Proficient Proformance is satisfactory. Desired results are desiry produced in the manner expected. | |
| 5—Strong Performance is characterized by exceptional professory. | |
| O-Outstanding Performance is so exceptional in relation to requirements of the work and in comparison to the performance of others work as to warrant special recognition. | doing similar |
| SPECIFIC DUTIES | ., |
| List up to six of the most important specific duties performed during the rating period. Insert rating letter which best describes the manner in which performs EACH specific duty. Consider ONLY effectiveness in performance of that duty. All employees with supervisory responsibilities MUST be their ability to supervise (indicate number of employees supervised). | |
| SPECIFIC DUTY NO. 1 | RATING LETTER |
| Conducts tutorial training in clandestine operational trade- craft skills for foreign agent and liaison personnel as well | c |
| as U.S. staff and contract personnel. | RATING |
| In collaboration with sponsoring Agency components prepares de- | LETTER |
| tailed training programs and schedules for the conduct of tailor | 1 |
| ed tutorial and small-group training. | S |
| Evaluate traince performance in each program and prepare final training reports, and as appropriate draft follow-up question- | BATTAR |
| naires for field evaluation of training effectiveness. | S |
| SPECIFIC DUTY NO. 4 | BATING |
| Participate in live problems and exercises as surveillant and role player as required and contribute to improvement in train- | LETTER |
| ing materials and techniques. | S |
| BPECIFIC DUTY NO 9 | * BATIMA |
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SECTION D

NARRATIVE COMMENTS

the service of the second determined in proper territories for training Comment the service of t

Mr. Flores joined Whe Agent and Liaison Training Unit in mid-June 1976 and after a week's familiarization with training materials, aids and office routine of the Unit, he attended a two-week Instructor Training Workshop at the Special Training Center. On completion of the Workshop, Subject returned to the Unit for further familiarization with the reutine of the Unit, assisted in several surveillance problems, and monitored a two-week training program which included active participation as a trainee himself in the SAI (or persuasion skills) portion of the program. Subsequently Mr. Flores assisted as a role-player in a brief but significant program involving the training of a prominent U.S. citizen assisting the Agency in southern Africa. Mr. Flores then assisted another instructor in devising and conducting the first program this Unit has undertaken designed to teach surveillance awareness/detection to Staff Employees who are deemed likely to be subjects of terrorist surveillance and attack. Mr. Flores then planned for, and from 12 October through 19 November conducted a tutorial training program in clandestine operations tech-

(continued) SECTION E CERTIFICATION AND COMMENTS 1. BY SUPERVISOR MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION OF BEEN SHOWN TO EMPLOYEE, GIVE EXPLANATION 4 Months PICIAL TITLE OF BUPERVISOR 17 January 1977 Chief, ALT Unit Walter R. BY EMPLOYEE AY REVIEWING OFFICIAL CHMENTS OF REVIEWING OFFICIAL I concur in the ratings on specific duties and on the overall rating of STRONG for Mr. Flores. Although he was assigned to this Unit for a short period of time, he was proving to be a well qualified operations instructor. His home Division requested his return in order to give him a responsible position for which he was well qualified, and he should do well on that assignment.

+ i Alberto, Afrille

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Continuation of Section D of Fitness Report on Daniel Flores, GS-12, for period 22 June - 19 November 1976 -----

niques for a U.S. citizen who is scheduled to serve as an NOC Officer in the Caribbean.

The first independent training task given to Mr. Flores was of a third-national field agent serving as an access agent, but this task was cancelled at the last minute when the concerned Base discovered grounds for field termination of the agent rather than providing tutorial training for the agent in the U.S. Mr. Flores was justifiably irritated at this turn of events which denied him what held promise for being a challenging initial training program.

It was with regret that we learned, early into what turned out to be Mr. Flores' only independent training program, that a priority requirement of his home-base Division would necessitate his return to Division duty soonest. The Division agreed to our request that Mr. Flores conclude the training program he had tailored, and begun, and Mr. Flores is to be commended for having done an exceptionally fine job in this assignment. The completion-of-training report was also well organized, and the questionnaire which asks for an evaluative follow-up from the trainee's field Station is to the point.

Early in his assignment Mr. Flores took over the maintenance and improvement of the Unit's operations training slides, consolidated them into an extremely functional package, and solicited ideas from other instructors to improve the package. Much to his credit and the Unit's benefit, Mr. Flores managed to persuade another Agency component to undertake--without charge--a major revamping of some of the slides using computordesigned art work to replace some of the less impressive early work in this field.

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| SECTION A | | ······································ | GENERAL INFORM | ATION | |
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CITE MEXICO CITY 47396

TO: MASHINGTON.

FOR: C/LA/PERS

Dan Flores

SUBJECT: ADMIN/RYBAT/PERS/FITNESS REPORT FOR

- 2. THE FOLLUMING INFO IS KEYED TO FORM 45%, SECTION AS:
 1. 036130; 4. MS 5. GS-13; 6. DQG; 9. MEXICO CITY;
 10. CAREER; 11. ANNUAL; 12. 15 FEB-30 SEP 78.
 - 3. SECTION B. PERFORMANCE EVALUTATION SPECIFIC DUTIES:
- 1. DIRECTS THE ACTIVITIES OF AN 18-MAN CI LIAISON TEAM RESPONSIBLE TO THE STATION, AND WHICH INCLUDES COORDINATING ALL REACTION UPS INITIATED BY THE TEAM, RATING LETTER -- S.
- 2. PESPONSIBLE FOR TARGETTING CI OPERATIONS AGAINST SOVIETS AND CUBANS IN MEXICO CITY. RATING LETTER -- S.
- 3. CASE OFFICEP FOR TWO PENETRATIONS OF LIAISON, RATING LETTER -- S.
- W. COUNDINATES SENSITIVE CE OPERATIONS RUN BY OTHER NUBLAZON AGENCIES WITH LIAISON COUNTEMPARTS. RATING

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LETTER -- S.

5. COMDUCTS OTHER LIAISON RELATED CI ACTIVITY AND PREPARES NECESSARY MEMORANDA AND REPORTS. RTAING LETTER -- S.

OVERALL PERFORMANCE -- S.

4. SECTION C - NARRATIVE COMMENTS

THIS IS THE INITIAL REPORT WRITTEN ON SUBJECT AND COVERS A PERIOD OF SEVEN AND ONE-MALF MONTHS SINCE HIS ARRIVAL IN MEXICO IN FER 78. SUBJECT HAS BEEN IN THE ORGANIZATION FOR OVER 16 YEARS AND SERVED TWO U/S ASSIGNMENTS PRIOR TO MEXICO CITY.

HIS PRIMARY DUTY IS TO SUPERVISE THE UPERATIONS OF A CI UNIT COMPOSED OF PERSONNEL SUPPLIED BY LIAISON BUT WHICH IS UNDER THE OPERATIONAL DIRECTION OF THE STATION. PARTICULAR UNIT REPRESENTS THE NUCLEOUS OF THE STATIUN'S CI OPERATIONAL CAPABILITY. IT IS ALSO A STRONG CONTRIBUTOR TO STATION'S EFFORTS DIRECTED AGAINST THE HARD TARGETS IN THE FI FIELD. SUBJECT PARTICIPATES IN ALL LEVELS OF ACTIVITY WITH THIS UNIT FROM THAT OF A MANAGER TO SERVING AS AN OPERATIONS OFFICER. THE LEADERSHIP AND EXAMPLE WHICH HE SETS HAVE BEEN AN ESSENTIAL INGREDIENT IN THE SUCCESS ENJOYED BY THE UNIT IN RECENT MONTHS. IN APRIL 1978, THE STATION UNDERTOOK AN AUDIO OPERATION DIRECTED AT THE OFFICIAL OUT-OF-TOAK RETREAT OF A PRINCIPAL ADVERSARY IN MEXICO. SUBJECT PARTICIPATED IN THE RECHUITMENT OF A CARETAKER WHO PROVIDED ACCESS TO THE TARGET INSTALLATION AND WAS SUBSEGUENTLY INVOLVED IN ALL ASPECTS OF THE OPERATION EXCEPT THE ACTUAL INSTALLATION OF THE TECHNICAL DEVICES. THIS SUCCESSFUL OPERATION WAS FOLLOWED BY ANOTHER ONE THE FOLLOWING MONTH, THIS TIME DIRECTED AT THE HOTEL ROOMS OF A VISITING COMMUNIST DIGNITARY. TWO VALUABLE REPURTS WERE PRODUCED FROM THIS OPERATION ON THE POLICIES AND PLANS OF

A FOREIGN COMMUNIST RARTY. IN JULY, SUBJECT SUPERVISED THE RECRUITMENT OF AN AGENT WHO HAS ESTABLISHED ACCESS TO A HOSTILE OFFICIAL INSTALLATION. A TECHNICAL OPERATION IS NOW UNDERWAY TO EXPLOIT THE SOURCE'S ACCESS.

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IN SEPTEMBER, ANOTHER OPERATION BEGAN AGAINST THE RETHEAT OF THE SAME PRINCIPAL ADVERSARY MENTIONED ABOVE SINCE A NEW PROPERTY HAD BEEN ACQUIPED. AGAIN, SUBJECT PARTICIPATED IN THE RECRUITMENT OF THE CARETAKER OF THE NEW SITE AND IN OTHER PHASES OF THE OPERATION WHICH CONTINUE AT THIS TIME.

IN ADDITION TO THESE SPECIFIC OPERATIONS, THE CIUNIT ALSO CARRIES OUT A HOST OF BACKGROUND INVESTIGATIONS, SURVEILLANCE, AND OTHER WORK AS REQUIRED IN THE CI FIELD. SINCE MEXICO CITY SERVES AS PROBABLY THE PRINCIPAL BASE FOR OPERATIONS BY THE SOVIETS AND THE CUBANS AGAINST THE UNITED STATES, SELECTIVE TASKING MUST BE UNDERTAKEN TO OBTAIN MAXIMUM EFFICIENCY FROM THIS SMALL UNIT.

SUBJECT ALSO HANDLES TWO PENETRATIONS OF THE CI UNIT, AND IS ALSO RESPONSIBLE FOR PROVIDING SUPPORT THROUGH THIS UNIT TO OTHR CI ACTIVITIES DIRECTED AGAINST SOVIET AND CUBAN ESPIONAGE IN MEXICO.

INDEED, THE FIRST PART OF HIS TOUR IN MEXICO HAS BEEN A BUSY ONE. THE STATION FINDS HIM TO BE AN ENERGETIC, VIPSATILE, AND HIGHLY QUALIFIED OFFICER. HE HAS HANDLED THE PLRSONNEL AND OPERATIONAL PROBLEMS WHICH HAVE SURFACED WITH HIS CI UNIT WITH TACT AND EFFECIENCY, AND HIS RAPPORT WITH HIS LIAISON COUNTERPARTS IS VERY GOOD. DURING RECENT CONVERSATIONS, SENIOR MEXICAN SECURITY OFFICIALS HAVE EXPRESSED THEIR HIGH REGAMD FOR SUBJECT'S ABILITIES.

HIS ABILITY TO PASS AS A NATIVE IS AN ADDED FACTOR IN HIS FAVOR AND PROVIDES HIM WITH A GREATER DIMENSION FOR OPERATIONS. THE STATION HAS USED SUBJECT ON OCCASION FOR UNILATERAL OPERATIONS, BUT THIS USE MUST BE SELECTIVE IN ORDER NOT TO ADVERSELY IMPINGE UPON HIS PRIMARY WORK WITH THE CI UNIT.

SUBJECT IS VERY COST CONSCIOUSNESS IN THE USE OF STATION FUNDS AND EXTRACTS A HEALTHY RETURN FOR PROJECT MONIES USED TO SUPPORT THE WORK OF THE CI UNIT.

SUBJECT WELL DESERVES A RATING OF STRONG FOR HIS

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VAPIOUS DUTIES AND AN OVERALL STRONG FOR THIS REPORTING PERIOD. HE LOOK-FORWARD TO A CONTINUED HIGH LEVEL OF PERFORMANCE DUPING THE YEAR TO COME.

5. SECTION D.1. SUBJECT MAS BEEN UNDER MY SUPERVISION FOR SEVER AND ONE-HALF MONTHS. D.3: COMMENTS BY REVIEWING OFFICIAL:

1 FULLY CONCUR WITH THE NARRATIVE COMMENTS OF THE REVIEWER.
SUBJECT HAS DISPLAYED A GREAT AMOUNT OF IMAGINATION AND ENERGY
IN DIRECTING A DIFFICULT ACTIVITY NAMELY COUNTERINTELLIGENCE
ACTIVITY THAT IS SEVERELY RESTRICTED BY ATTORNEY GENERAL GUIDE—
LINES TO THE EXISTING EXECUTIVE ORDER. SUBJECT HAS DESPITE THIS
BEEN ABLE TO KEEP A VERY POSITIVE THRUST TO HIS OPERATIONS AND
HAS BEEN ABLE TO MOTIVATE THE AGENTS AND PERSONNEL UNDER HIS
CONTROL. I AM TOTALLY SATISFIED WITH HIS ENERGY AND MOTIVATION.
DESPITE THE FRUSTRATIONS INHERENT IN THE COUNTERINTELLIGENCE ACTIVITY
HE CARPIES ON WITH A HIGH SPIRIT AND A TREMENDOUS AMOUNT OF GOOD
WILL—NO MEAN ACHIEVEMENT AT THIS JUNCTURE OF AGENCY COUNTER—
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END OF MESSAGE

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| SECTION B | QU | ALIFICAT | IONS UPDAT | E | | | | |
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| | ······································ | SPECIFI | C DUTIES | | | | | |
| List up to six of the most important specific performs EACM specific duty. Consider ON their ability to supervise (indicate number | VLY effectiveness in perf | formance of i | | | | | | |
| | Handle a sensitive and productive on-island agent in Cuban operations via TDY travel to meet, debrief, and prepare operational/intelligence reports. | | | | | ATING ETTER | | |
| | Review incoming operational correspondence from Latin America on Cuban matters and ensure that prompt response and helpful guidance is provided. | | | | | ATING ETTER | | |
| | | | | | nd L | ATING ETTER | | |
| PECIFIC DUTY NO. 4 | | | | | ATING ETTER | | | |
| Nork closely with the IA's of the section to ensure that they answer all required correspondence and to stimulate them to be creative and productive. | | | | | | | | |
| SPECIFIC DUTY NO. 6 | | | | | | S | | |
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| staly reflects his level of performance | | | | | | والمستداد المستداد والمواجعات | i | |
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S E C R E T

SECTION D

NARRATIVE COMMENTS

Indicate significant strengths or weaknesses demanstrated in current cochica begains in proper perspective their relationship to overall performance. Stone suggestions made for improvement of work performance. Give recommensations for training Comment on foreign language competence, it required for current position. Amplify or explain ratings given in Section C to provide best basis for determining future personnel action. Manner of performance of managerial or supervisory duties and cost consciousness in the use of commental, space, equipment and funds, must be commented on, if applicable, if

This officer has worked under my supervision for approximately six months. This is the first fitness report I have prepared on him. After two field tours and his current assignment to Cuba Operations Group, he has developed into a solid and professional operations officer with the skills we hope our employees will develop. He is now highly motivated and creative in his work. He has demonstrated, particularly in

recent months, a gratifying degree of drive and interest.

He has handled one of our most productive and sensitive on-island assets. With his guidance this agent has produced, within the past six months, some of the highest quality intelligence on Cuban plans and intentions this Agency has obtained. Because this agent must be serviced via TDV travel, the responsible case officer must be able to work with very little guidance and have the tradecraft skills and reports writing ability to work largely on his own. With this case Mr. Flores has demonstrated himself to be a first-class agent handler, highly attuned to operational information and quality intelligence production.

As Section Chief I have relied upon him heavily to provide the institutional memory our work demands. He has full grasp of all operations directed against Cuban officials, not only in those countries under his direct responsibility, but throughout Latin America. Since all of the officers in this section travel frequently to meet and debrief agents, Mr. Flores has frequently acted as Section Chief during the absence of the other two officers, a GS-14 position. He has been able to handle the job well both

| SECTION E | TION E CERTIFICATION AND COMMENTS | | | | |
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| *** | 1. BY SUPERVISOR | | | | |
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| | 2. BY EMPLOYER / | | | | |
| STATEMENT CONCER! OF MY PE | RMANCE (a) // / // // X | | | | |
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| | 3. BY REVIEWING OFFICIAL | | | | |
| | the ratings given by the rating officer. Mr. Flores is indeed a fir | | | | |

I agree with the ratings given by the rating officer. Mr. Flores is indeed a fine operations officer and should have an exceptionally successful career in operations. The only weakness in him that I have ever noted is an occasional lack of drive and self-motivation and as noted by the rating officer, particularly in recent months, he seems to have cured this and has indeed been going at a fast pace.

Mr. Flores is leaving Cuba Operations Group for a rotational tour in the Office of Training. I believe that when he finishes this tour, he should return for an operational assignment in the Latin America area. He is an exceptionally fine case officer, has a native command of Spanish, and has a way of dealing with his agents that gets the most out of them. Buture tours for him should involve supervision of younger case officers and he should begin to move into the managerial aspects of operations.

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S. E C R E T

FITNESS REPORT

Daniel Flores

cont.

SECTION D

in terms of paper flow and personnel administration. He demonstrates an ability to advance further along these lines. Also during the period under review he participated in an approach against the local head of Cubana Airlines in a Latin America country. Although the recruitment effort was not successful, it was conducted in a professional manner and Mr. Flores used an access agent relative in a very effective manner.

He has been perhaps the most aggressive officer in the Cuba Operations Group in pursuing leads for interviews of relatives, friends, and acquaintances of Cuban officials posted abroad. During the period under review he conducted at least six such interviews and developed good assessment data on various targets.

As a native Spanish speaker, Mr. Flores has the ability to pass as a foreign national and has successfully carried out roles as a Mexican citizen, using OTS-provided false documents. This ability to pass as non-American has been of great assistance in handling the key case he relinquished only on leaving LA/COG.

Mr. Flores has now overcome an earlier reluctance to be aggressive which former supervisors might have noted. I am confident he will maintain and build further on what I have found to be a highly improved sense of enthusiasm. I am sure he will be a strong contributor to his new component.

No. 3

He is an officer who merits further responsibility and one who should continue to rise in rank as he assumes these additional responsibilities. It has been a pleasure to work with him and I should like to do so with him in the future.

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| | FITNESS REPORT | | |
|--|---|---|-------------------|
| SECTION A | GENERAL INFORMATIO | | |
| 1. EMPLOYEE NUMBER -2. NAME (Lost, first, | middle) | | GRADE 6. |
| 194737 Flores, D | anicl, | 1 mil 9 mil mil mil mil mil mil mil mil mil mil | S-12 D |
| 7. OFFICIAL POSITION TITLE | S OFF/DIV BR OF ABBIC | | O CODE Ich |
| Ops Officer | DDO/LA/COG | Washington, D.C. | (HOS |
| II, TYPE OF APPO | OTHER (SON.) | 12. TYPE OF REPORT | r |
| CAREER RESERVE CONTRACT | TEMPORARY | X ANNUAL REASHIGN. | OPECIA |
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| 1 October 1974 - 30 June | , , | | |
| SECTION B | QUALIFICATIONS UPDAT | | |
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| SECTION C. | PERFORMANCE EVALUATION | M | |
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| could range from counseling, to proposed in Section D. | a further truining, to placing on probatio | n, to reassignment or to separation. Des | cribe action to |
| | ne expects the reasons for assigning this | rating should be stated in Section D and | d romodial act |
| taken or recommended should | | | |
| P—Proficient Performance is satisfactory De S—Strong Performance is characterized b | sired results are being produced in the v exceptional proliciency. | manner expectes. 1 | |
| O-Outstanding Performance is, so exceptional in | relation to requirements of the work and | in comparison to the performance of at | hers doing sim |
| work as to warrant special rec | | i | |
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| Case Officer for COG's La | tin America area res | ponsible for opera- | C |
| tional support of LA fiel | d Stations Cuba prog | rams. | S |
| | - | | |
| SPECIFIC DUTY NO. 2 | | . | PATIN |
| Case officer for two sens | itive on-island agen | t operations. | |
| | , , , | | S |
| PECIFIC DUTY NO. 8 | | ٦ . | RATIN |
| Develop leads to potentia | l Cuban recruitment | targets and personal | 1 y |
| interview prospective acc | ess agents. | | S |
| | | | |
| PECIFIC DUTY NO. 4 | | • | LETTE |
| Supervisor for one Intell: | igence Analyst | • | |
| • | | | S |
| PECIFIC DUTY NO. 8 | | | RATIN |
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| PECIFIC DUTY NO. 6 | | | RATIN |
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| OVERALL | PERFORMANCE IN CURREN | POSITION | |
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| he late account everything about the employee which oductivity, conduct on job, cooperativeness, particular p | | | |
| amployees everall performance during the rating per | ed, place the letter in the rating bea core | espending to the statement which must opt | S |
| lely reflects his level of performance | | | 1 3 |
| 7, 45 | CLASSIFICATION | 8 SEP 19/5 | . (4 |
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SECTION D

NARRATIVE COMMENTS

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LA/COG is both a Headquarters Approved Shement and an active operational "station" operating out of Headquarters, responsible for recruitment operations and agent handling. As such, Mr. Flores assignment is a combination of Headquarters desk chief and "case officer of a large field station. His performance is being rated in both capacities which means that much higher criteria is being applied than for most Headquarters officers.

Mr. Flores has proved to be a professional agent handler, and has been used very effectively in two new, sensitive operations run from Headquarters. Although he did not participate in the recruitment of these sources, Mr. Flores was brought in to provide initial training, and detailed guidance necessary to develop the new assets into reporting sources. One was a complicated case of a DGI walk-in who Mr. Flores helped debrief, then trained and dispatched back to Cuba. The other was a successful false flag recruitment of a source with excellent access to the Cuban leadership; Mr. Flores' job, after being introduced by the recruiting officer, is to make the source into a fully controlled asset and maximize the excellent potential for intelligence information.

| SECTION E | CERTIFICATION AND | COMMENTS | | | |
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| | 1. BY SUPERV | | | | |
| months employee has been under my supervision | IF THIS REPORT HAS NOT BEEN SHOWN TO EMPLOYEE, GIVE EXPLANATION | | | | |
| | | 1 | | | |
| DATE | OFFICIAL TITLE OF SUPERVISOR | TYPED OR PROTES NAME AND STONATURE | | | |
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| | 3. BY REYIEWING | OFFICIAL | | | |
| COMMENTS OF REVIEWING OFFIC | IAL | / | | | |
| those assigned to handling agents of as a Desk Chief. Division as these Headquarters desk these six employe | o Mr. FloresCase offidirected against a hard These tasks are unique officers serve as fiek officers. All on-islees. I would rank Mr. at be taken into considior in grade. | performing duties similar to cer responsible for recruiting/ target and also staff duties e within the Latin America ld case officers and also as and Cuban agents are handled by Flores in the middle of this eration that all the other | | | |
| ATE . | OFFICIAL TITLE OF REVIEWING OFFICE | AL TYPED ON POINTED WANG AND BIOMATUPE | | | |
| 8 August 1975 | AC/LA/COG | Thomas G. Clines | | | |
| | A BY EMPLOY | | | | |
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| | CIASSITICATIO | N I I | | | |

Continuation of Section D

His professional, no-nonsense handling has already contributed to highly significant information (a value quotient of 7.0 with one XX report) on some of the Agency's current Cuba priorities including Cuba's negotiating attitude vis-a-vis the U.S.

In his capacity as Desk officer for field stations in Latin America, Mr. Flores is charged with providing guidance and support aimed at recruitment operations against Cuban officials. He has conducted interviews of Cuban exiles in the U.S. and initiated a promising recruitment operation against a well placed third country official in Cuba. He supervises one intelligence analyst and, together, they effectively ensure timely response to field requests and help stations to identify operational opportunities, recruitment targets and—where necessary—keep them aware of the priority of the Cuban target.

By his performance, Mr. Flores has demonstrated he is a versatile case officer with good operational instincts; he is showing increasing agressiveness and imaginative support of field stations in their efforts to recruit Cuban officials. While he is an excellent agent handler who gets maximum intelligence production from his assets, he is less thorough when handling the administrative details involved in his operations. He needs more supervisory experience, and still tends to rely excessively on his IAs to search for operational leads and conduct operational research.

Mr. Flores was sponsored by the Division, and attended the midcareer course in November 1974. He has excellent potential for further advancement in the Division and has been a significant factor in LA/COG's success over the last year in developing access to Cuba, a recognized hard target.

Continuation of Section E

Subject excels as an agent handler motivating his agents and disciplining them when required to obtain quality intelligence. He handles two of LA/COG's most sensitive on-island agents and during this period, he has met these two agents in Europe and in Latin America. He has certainly targetted these two agents against priority objectives and the intelligence produced has been of vital interest to U.S. Government policymakers in this delicate period of Cuban negotiations. Latin America Division has received commendations from

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Signet

Continuation of Section E

the intelligence community for reports acquired through Mr. Flores. Subject's staff duties include desk chief responsibilities for support and guidance to field programs including the research and targetting required to conduct an effective recruitment program. Although such duties requiring supervision are new to him, he is also making progress in this capacity. With proper guidance and assistance, he will develop into a most effective supervisor.

Mr. Flores native fluency in Spanish and his Latin background have proven most valuable to Cuban operations. In fact he represents himself as "Latin American" in handling one of this agents. For an officer his grade, he is very mature, self assured, has good common sense and is certainly a professional. Subject has completed two tours in the field and is an experienced ops officer. He is intelligent, imaginative, uses good tradecraft at all times and has a clear headed approach to the business. He expresses himself well orally and in writing, and works very well with other case officers. Mr. Flores keeps up to date on political, economic and social affairs pertaining to Cuba and he willingly accepts difficult tasks requiring frequent separations from his family.

Subject definitely has potential. He is operationally agressive and is gaining experience as a manager. Mr. Flores is already performing at a higher level than his grade. In approximately a year, he should be again dispatched to the field as a senior officer responsible for handling Soviet, Chinese or Cuban targets. During the next reporting period, Mr. Flores should receive training in superivsion. He is a solid performer in the Cuban Operations Group and has contributed much to our successes during the past year.

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| | | FITNESS REPORT | | |
|---------------------------|--|---|---|----------------------|
| SECTION A | | GENERAL INFORMATION | | |
| 1. EMPLOYEE NUM 194737 | | | S. DATE OF BIRTH 4 BEX S. GR | |
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| <u> </u> | could range from counteling, to ar proposed in Section D. | e further training, to placing on probution | n, 13 roossignment or to separation. Describe | action taken |
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| | | SPECIFIC DUTIES | | |
| performs EACH specific | at important specific duties perfor duty. Consider ONLY effectivence (undicate number of employees | ess in performance of that duty. All employ | letter which best describes the manner in which yees with supervisory responsibilities MUST be | employee rated on |
| SPECIFIC DUTY NO. | 1 | | | RATING LETTER |
| Primary ca | se officer for | a sensitive Cuban pe | netration agent. | s |
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| | erational suppo LA Division Sta | | Cuban operations con- | P |
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| productivity, conduct an | job, cooperativenasi, perfinent p informance during the rating per | ersonal traits or habits, and particular limi | lations or talents. Based on your knowledge espanding to the statement which most acre | s |
| °77, 45 77, 11 | ******* | CLASSIFICATION | 15 most cr st | ر سائن . |
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SECTION D

NARRATIVE COMMENTS

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In a very short time, Mr. Flores has become an important factor in LA/COG's efforts to directly handle Cuban on-island agents, and to expand its recruitment program. His fluent Spanish, past operational experience, versatility and ability to blend into the local scene in most Latin American countries, make him highly qualified for his present assignment. He demonstrates sound operational judgment under often trying conditions, and good ability to communicate effectively both orally and in writing. His frequent TDYs demand long and unusual hours, which he gives ungrudgingly.

Almost immediately after his assignment to LA/COG in March 1974, Mr. Flores was called upon to handle a sensitive walk-in case. The agent had already been recruited and many of the developmental aspects of the case had been resolved prior to Mr. Flores' introduction, but it still required a Headquarters based case officer to provide the necessary continuity wherever the agent surfaced overseas. The case is complicated and time-consuming, involving extended TDYs and utmost adherence to good tradecraft procedures. It has developed into one of our most productive sources of information on Cuban clandestine

| plicated and time-c adherence to good t | onsuming, involving ex radecraft procedures. | cd overseas. The case is com- tended TDYs and utmost It has developed into one of n on Cuban clandestine |
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| SECTION E | CERTIFICATION AND CO | MMENTS (cont'd) |
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| As to his suppo | ort of LA Station effor | ts against the Cuhan target. |
| SU NIU 14 | DC/LA/COG 4. BY EMPLOYEE | Joseph Skura (cont'd |

CLASSIFICATION

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FITNESS REPORT - Daniel Flores

SECTION D (CONTINUED)

activities in Latin America, due largely to Mr. Flores' professionalism.

Mr. Flores' current assignment is a combination of operational and Headquarters desk responsibilities, the latter calling for the support of field stations in their efforts to develop individual Cuban recruitment programs. His extended TDYs have understandably prevented Mr. Flores from devoting much time to his desk responsibilities and it is somewhat difficult to judge his performance as a desk officer. He has a good grasp of what needs to be done, and his handling of specific tasks indicates good managerial potential. Nevertheless, he does need additional desk experience, especially in areas which will allow him to use his operational ability to support and guide field stations that are developing Cuban operational programs.

COMMENTS BY REVIEWING OFFICIAL (CONTINUED)

this aspect of his performance was less noteworthy, and it is believed more attention and research could have been given to this activity. Mr. Flores writes concisely and well, and his CI/CE instincts are sharp and true. He can be expected to turn in a solid desk performance in the future.

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| I EITAIECC DEDCOT I | NOTE: Supervisor or Reviewing Official may assign a higher classification if CONFIDENTIAL is not adequate for the report when completed. | | | | |
| SECTION A. GENERAL INFORMATION | | | | | |
| 1. EMPLOYEE NUMBER 2 NAME (lost, first, middle) 3. DATE OF BIRTH 4. SEX 5 GRAD | | | | | |
| 194737 Flores, Cantel | 4 709 33 | -12 0 | | | |
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| work as to warrant special recognition. | DECIFIC DUVIES | | | | |
| Professional designation of the contract of th | PECIFIC DUTIES | | | | |
| | the rating period. Insert cuting letter which best describes the manner in whi nance of that duty. All employees with supervisory responsibilities MUST. | | | | |
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| Case officer responsible for | a unilateral surveillance team | s | | | |
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| SECTION C | NARRATIVE COMM | ENTS |
| extra space is needed to complete Section | ost consciousness in the use of personnel, space, in C, attach a separate sheet of paper. | raper perspective their relationship to averall performance. State ning Comment on foreign language sumpetence, if required for determining future personnel action. Munner of performance of equipment and funds, must be commented on, if applicable. If |
| | our in Lima has been cu | |
| necessary for his | mughter. As a result o | f this illness it was also f December and January on |
| emergency leave | in the United States r | eturning without his family |
| in February in o | rder to transfer his op | s workload and pack out his |
| personal effects | for PCS transfer to He | adquarters on 4 March. |
| | | |
| | | rivilege of working with he had the advantage of |
| taking over hand | ling of most of Subject | 's cases following the |
| departure on emer | rgency leave. Thus he i | was able to observe first |
| hand and in detai | il the human material wi | ith which Subject had worked. |
| the progress he l | nad made in developing (| their access and capabilities, |
| and the respect t | these agents had for him | n. |
| During the c | eriod covered by this i | report, Subject continued |
| his pursuit of th | ne MPCHEEK target as his | primary operational |
| responsibility. | He developed and recrui | ted a prominent member of |
| the local MPCHEEN | community who has good | l access to the MPCHEEK |
| empassy and nandi | led four other access ag | jents. He also handled a |
| assets via a prin | cipal agent who in turn | handled three sensitive |
| assets. | | |
| SECTION D | CERTIFICATION AND CO. | MMENTS (Continued) |
| 1. | BY EMPLOYEE | |
| | THAT I HAVE SEEN SECTIONS A, B, | AND C OF THIS REPORT |
| DATE : A Maurita | SIGNATURE OF EMPLOYEE | · ; |
| 4 Mar/74 | 1 /s/ Daniel Flores BY SUPERVISOR | |
| MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION | IF THIS REPORT HAS NOT BEEN SHOWN TO | EMPLOYEE, GIVE EXPLANATION |
| | | ! |
| DATE | OPFICIAL TITLE OF SUPERVISOR | TYPED OR PRINTED NAME AND BIGNATURE |
| | | |
| 4 Mar 74 | DC0S | /s/ Arthur T. Ladenburg |
| COMMENTS OF PEVISIONS DEFICIAL | BY REVIEWING OFFICIA | To recommend analysis country of surviving our rates who contributions and the contribution of the contrib |
| | makes clear. Subject w | ill be missed in Lima and |
| | | why he must now leave. He |
| | | od and advancing his own , |
| | well. It is worth reca | |
| | a over what we understand a staged recruitment a | |
| | | on a variety of operational |
| | | ned targets because, in the |
| · | , | |
| | | (Continued) |

Continuation of Narrative Comments

In carrying this heavy workload, Subject demonstrated that he is a superior agent handler. He succeeded in conveying to these people a sense of mission and participation which has kept their morale and motivation, and hence their production, at a high level. He also insisted upon work and security discipline, with a result that the record of these agents in prompt and reliable appearance for meetings and in responding in writing to requirements is extraordinarily good. They all have a clear idea of what is expected of them, confidence that performance will be rewarded and conversely that non-performance will not be tolerated. Just prior to his departure, Subject successfully terminated an entire surveillance team of long standing, a measure which was decided upon simply because the team had been heavily used for over five years and from a security standpoint replacement seemed to be in order. Letting old agents go is always a delicate and usually a thankless task. It takes finesse and bargaining skill. Subject showed these and more in divesting us of the team without a hitch.

During his last month in Lima, despite the fact that he was burdened with the problems of closing out his household and the normal operational and administrative cleanup prior to PCS departure, Subject made two very significant contributions to Station objectives. First, he coordinated with the Peruvian Government the official but necessarily discreet visit of a senior BKHERALD officer. Since the Station is not declared, Subject had to maintain his LNGOLO cover throughout, further complicating this delicate assignment. During the visit, he coordinated frequently with the head of the Peruvian National Intelligence Service and with the chief administrative aide of the President of Peru. He also participated directly in one meeting with the President. This was of course not the type of assignment which would normally be entrusted to a "junior officer", but Subject is junior only in relative grade, certainly not in maturity, self-assurance or judgment. Then with only three days left in Lima, Subject led an installation team which entered a building recently purchased by the MPCHEEKs, remained for almost 48 hours and made two apparently excellent audio installations.

The Station will miss Subject a great deal. As the above incidents demonstrate, when the tough or sensitive assignments came up, he was the officer we turned to most frequently. He never balks, argues inconvenience, or seeks the way out. He is cooperative, helpful, and in a low-key way is always effective. We hope he will not object to the term "old reliable" -- he has been that in Lima, and more.

Continuation of Comments of Reviewing Officer

first instance he was bilingual and could fade into the Lima background. But he would not have been so regarded if he had not shown ample good sense, zeal, and balanced judgment in unfamiliar situations. We hope Subject can get overseas again within a reasonable time and consider that the Station that gets him will be fortunate.

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| SECTION C | NARRATIVE, COMMEN | NIS | | | | |
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| Indicate significant strengths or evalues suggestions made for improvement of a current position. Amplify or explain roting managerial or supervisory duties and constrainable in needed to complete Section. Following realignmen responsibility for operadditional tasks in morphocephalmonial commitment. | ies demonstrated in current position keeping in pro- ion performance. Give recommendations for trainings given in Section B to profide bettings for id- nos given in Section B to profide bettings for id- in consciousness in the vie of personnel, space, ex- in C, attach a separate sheet of paper; t of Station officer assignmentations against the MPCHEEK " retraditional areas, such as munist Party, and press places s attests Subject's profession | per perspective their relationship to overall performance. State 19, Comment on foreign longuage competence, if required for relationship luture personnel action. Manner of performance of perpendicular that last year, Subject was given the hard target". He also assumed a coverage of the local government, ment activity. The breadth of these shall ability and versatility. (This ption and Subject's performance at | | | | |
| it was the reason behi Particularly against admirable determination ing against this remot | nd our recommendation for acc the difficult MPCHEEK target n despite the inherent frustr e and suspicious group. Durin | elerated promotion last year.) | | | | |
| Station attempted recruithdrawn into a defendance Nevertheless, he has colleads which, with the | ritment operation (in which S give shell which makes access ontinued to probe their defen exercise of patience and appl | ubject played a major role), have operations verge on the impossible. ses, and has managed to develop two ication of his proven operational fficial MPCHEEK Mission here. This | | | | |
| officer refuses to become discouraged, a quality officers working on hard targets must have. Special mention is made of Subject's successful bid to make recontact and establish regular meetings with a valuable penetration of the revolutionary government. The agent had broken contact with his former handler in the belief that such action was | | | | | | |
| dictated by his securit asset was dictated by h | y situation. Our choice of St | ubject to attempt to recontact this a skittish Latins and our belief | | | | |
| SECTION D | CERTIFICATION AND COM | MENTS | | | | |
| 1. | BY EMPLOYEE | | | | | |
| | THAT I HAVE SEEN SECTIONS A, B, | AND C OF THIS REPORT . | | | | |
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| 28 June 1973 | /s/ Daniel Flores | | | | | |
| 2. MONTHS EMPLOYEE HAS BEEN UNDER MY BUPERVISION | BY SUPERVISOR IF THIS REPORT HAS NOT BEEN SHOWN TO | EMPLOYEE, GIVE EXPLANATION | | | | |
| 20 | ACCULATION OF SUPERVISOR | TYPED OR PRINTED NAME AND BIGNATURE | | | | |
| DATE | OFFICIAL TITLE OF SUPERVISOR | THE DRIVING WANT AND DIGHTON | | | | |
| 28 June 1973 3. | Deputy Chief of Station BY REVIEWING OFFICIAL | /s/ Thomas J. Keenan | | | | |
| COMMENTS OF REVIEWING OFFICIAL | | | | | | |
| As described, this officer is a steady and solid performer who carries a major case load securely, productively, and without complaint. He has even volunteered to take on additional work when he has seen opportunities to help the Station's overall mission. Because he blends in well on the local scene, he is often drafted for afl kinds of ad hoc operational work. This is invariably well done. He is operationally aggressive but also shows lively awareness of the tricky operational climate here and does not push beyond what the traffic will bear. His agents respect his seriousness, which permits him to get more utility out of them. He is a pillar of this Station. | | | | | | |
| DATE | UFFICIAL TITLE OF REVIEWING OFFICIAL | TYPED OR PRINTED NAME AND BIGNATURE | | | | |
| 0 . 1 . 10.55 | | to the picture of the | | | | |
| 2 July 1973 | | | | | | |
| | Chief of Station CONFIDENTIAL | /s/ Pichard S. Kolch | | | | |

Section C continued.....

as it developed, and make appropriate on the spot adjustments to control the asset's reactions. All this had to be accomplished with great regard to security because of the sensitive position occupied by the agent. Subject's performance has been effective and, given the operation's importance, can really be called outstanding. The agent is again a prime source on the radical sector of the government, which is crucial to developments locally.

Further, this officer continues to manage an outside principal agent who in turn handles leftists, Communist Party and press placement assets, so directing these efforts that they contribute effectively to overall Station objectives. More recently, Subject has taken over the unilateral deployment of a new audio operation targetted against a senior local Communist Party official and is carrying it through successfully. This officer also handles much of the support requirements for his various operations, including management of safehouse keepers, overseeing a small surveillance team, and acquisition of rental cars and property in alias. There is little doubt that some of Subject's success can be attributed to his Latin background and fluent Spanish. But both of these advantages might be wasted by a less capable all-round officer. In his case, they provide him with complementary skills that enhance his superior performance. In the view of the reporting officer, Subject carries more than his own share here in Lima in a manner normally calling for an officer of considerably more senior grade and experience.

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| SECTION B | | PERFORMAN | | | · | | |
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| P-Proficient | _ : | ory. Desired results are being | - | in the manner expected. | | | |
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SECTION C

NARRATIVE COMMENTS

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

In the period of this report, Subject established himself and his family at this post and undertook the direction of the Station's operations against the subversive left which had formerly been handled by an officer two grades senice to Subject. He has proved equal to the task. He learned his new assignment rapidly and adapted well to the handling of his cases through outside principal agents, a security requirement of the local scene which can be frustrating for an aggressive officer with fluent Spanish such as Subject. However, he has shown maturity and superior handling ability in directing his assets against the subversive left and particularly the Communist labor union. His intimate knowledge of the extreme left enabled him to plan secure contact with a "walk-in" to the Embassy who at first appeared genuine. After thoroughly debriefing this individual, drawing upon his knowledge of the extreme left, Subject was able to recommend no continuing contact with him due to specific fabrications on the part of the walk-in.

He is careful in management of funds entrusted to him for his operations and provides required administrative and operational reports in a timely manner. There have been past comments on Subject's weakness in writing. He has worked hard on this, and the rating officer feels that he is now competently producing the reports required. Subject understands that this is an area that requires continuing attention for a growing professional. /CONTINUED/

| SECTION D | ON D CERTIFICATION AND COMMENTS | | | | |
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| 15 August 1972 | Deputy Chief of Statio | /s/ Thomas J. Keenan | | | |
| 3. | BY REVIEWING OFFICIAL | | | | |

COMMENTS OF REVIEWING OFFICIAL

Subject has come up the hard way, both in pushing on to finish his education and in BKTRUST. As a result he is way under-graded for his maturity and for his operational contributions. That we have given Subject a major responsibility here (STPAGODA) attests to how much confidence we have in him and his ability. He is, of course, bi-lingual and mixes well with Latins, an advantage he uses well. A good "street" operator, he still has a way to go in organizing his paper work and in relating to Hqs needs.

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15 August 1972

Chief of Station

/s/ Richard S. Reich

SECTION C continued....

A comment must be made on Subject's great ability to adjust rapidly to one-time and target of opportunity assignments. His performance in meeting with two high level agents of other stations who had to be met during stays in Peru, and his on-site assistance in an audio operation against a priority target have been of the highest order. No doubt his fluent Spanish greatly assisted him in these tasks, but his experience and good judgment were major factors in his excellent performance in the role of utility operations officer.

To exploit Subject's talents to the fullest, and provide him with the professional challenge equal to his ability, he has now been assigned the management and handling of the difficult Chinese target, a top priority for the Station. This is a true measure of our confidence in him.

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| SECTION C | NARRATIVE COMMEN | TS |
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| she into account everything about rmance of specific duties, grad ricular immissions or scients. B ace the latter in the reting box co | uctivity, konduct on Joh, koopa iggad on your knowledge of em | rativaness, j | pertinent personal tail performance d grotely reflects his | traits w habits, and wing the toting period, | S |

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SECTION C NAPRATIVE COMMENTS

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There has been little Shadge 3125 Bubbect's performance since the submission of his last report covering the period through 30 September 1970.

MAL ROLLS

The highpoint of his activities during this period, as it has been throughout his tour, has been his management of a sensitive technical operation which has been a consistent producer of unique and high level intelligence. This has been a good performance on Subject's part indicative of his professional capability to conduct clandestine operations.

Subject's writing ability has improved during this period, and there is little doubt that his efforts in this regard are paying off. Further experience should see continued improvement of his writing skills.

As Subject's first tour comes to a close he can look back on a generally strong performance in all phases of his operational activity on behalf of the Base's objectives.

| SECTION D | CERTIFICATION AND CO | DAMENTS | | | | | |
|---|---|-------------------------------------|--|--|--|--|--|
| 1. | BY EMPLOYEE | | | | | | |
| 1 | CERTIFY THAT I HAVE SEEN SECTIONS A, B | I, AND C OF THIS REPORT | | | | | |
| 3 May 1971 | /s/ Daniel Flores | | | | | | |
| 2. | BT SUPERVISOR | | | | | | |
| MONTHS EMPLOYER HAS BEEN UNDER MY SUPERVISION | IF THIS REPORT HAS NOT BEEN SHOWN TO EMPLOYEE, GIVE EXPLANATION | | | | | | |
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| 3 May 1971 | COB, Guayaquil | /s/ Robert Fambrini | | | | | |
| 3. | BY REVIEWING OFFICE | AL | | | | | |

I concur in the ratings and remarks of the supervisor. During his first tour abroad, Subject has done very well in his main fields of activity. His outstanding attribute at the moment is his persistence not only in going after operational targets but also in improving himself. He has encountered some difficulty in presenting his ideas in written form but he has faced up to this problem and, as the rating officer notes, has made significant improvement.

(Continued)

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| 17 May 71 | COS, Qaito | /s/ Paul V, Harwood |

Continuation of Comments by Reviewing Official

Subject has a clear-headed approach to the collection of intelligence and is realistic in evaluating potential sources. His fluency in the Spanish language has facilitated his movement in the local community and he has developed several potentially useful sources and identified others.

In considering this officer for promotion, two facts should be kept in mind:

- a. He is probably older and certainly more mature than the average officer at his grade level. He is anxious to get ahead and this explains much of his initiative and drive.
- b. The rating officer has rated him very realistically which, in my view, adds to the importance of the outstanding rating given him on Specific Duty No. 2.

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

TRAINING REFORT

Weapons Training/Defensive Priving Course No. 1/72 2-6 August 1971

Date

TRAINEE: FLORES, Daniel

OFFICE: WH

FURFOSE AND SCOPE OF CCURSE:

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

ACHIEVENENT RECORD:

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

FOR THE DIRECTOR OF TRAINING:

JOSEPH M. HUDACEK
Chief, Special Activities Branch

9 August 1971

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

Certification of Handgun Qualification

| | 9 August 1971 Date |
|--|--|
| Vr. Frederick E. Owens (Instructor SAB Steff, OTG, ISOLA) Identity | |
| Trainee FLORES, Daniel, WH Identity | |
| on 2-6 August Mr. Flore date identity | s was given 28 hours |
| instruction in firing techniques, | weapon care and safe weapons handling |
| iden | lores fired the handgun qualifica- |
| Automatic(Cal9ation course with aRevolver(Cal.38ation) | mm) 258 chieving a score of 261 out |
| of a possible 300 | Mr. Flores demonstrated that he identity |
| had absorbed the instruction on sa | fe weapon handling and that he exercises |
| due care and discretion. According | identity |
| qualified with the Automatic (Cal. Revolver (Cal. weapon | - 9mm) - 38 as of this date. |

Signed

FREDERICK E. OWENS, SAB/OTO
INSTRUCTOR Identity

Continuation of Narrative Comments

the target is good. The project is, however, in need of good human reporting assets and it is expected that as Subject overcomes a weakness mentioned in the next paragraph he will be able to devote more of his time to this important task.

The Subject has encountered some difficulty in the preparation of written material -- dispatches, intelligence reports -- and finds it necessary to spend an extended portion of his time on its preparation. The rater has discussed this with Subject on several occasions, and it is believed that his difficulty is due to a lack of experience, and that in time and with a continuing effort on his part he will develop his writing skills.

The Subject's overall attitude and response towards his professional responsibilities during the first tour have been positive. He is interested in the kind of work he is doing, likes it and is willing to put in the kind of long hours it sometimes demands without complaint.

Continuation of Comments of Reviewing Official

of the Base. He responds positively to guidance and direction; he is eager for new opportunities to enlarge his experience and knowledge. He appears to be completely motivated toward the work of this organization; it is a pleasure to have him in Guayaquil.

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SECTION C

30 % 1, 1970

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NARRATIVE COMMENTS

Indicate significant strengths or meaknesses demonstrated in current position keeping in proper perspective their relationship to aveiall, performance. State suggestions made for improvement of work performance. Give recommendations for training. Comment on larging language competence, it required for current position. Amplify or explain ratings given in Section 8 to provide best basis for determining future personnel action. Mannet of performance of managerial or supervisory duties and cost consciousness in the use of personnel action. Mannet of performance of managerial or supervisory duties and cost consciousness in the use of personnel action. If extra space is needed to complete Section C, attack a separate sheet of paper.

The period covered by this report encompasses the middle portion of the Subject's first tour as a Case Officer. His performance during this period has been balanced in that he has shown the kind of intelligence and maturity necessary to successfully carry out clandestine operational activity. He has also shown a weakness which he will need to overcome in order to achieve his full operating potential.

The Subject has turned in fine performance in the overall management of a very important and sensitive audio operation which has been under his care since the pre-installation phase. His sure and careful handling of all succeeding phases of this operation led to a secure, uncomplicated installation, the recruitment and training of support agents, and the dissemination of valuable intelligence information. Subject's natural fluency in the Spanish language has been especially useful in this operation. His handling of this installation has been of a high professional caliber throughout.

The Subject is also responsible for the management of a project targetted against the subversive left. His handling of this project has been good: he is a good agent handler; knows how to target his assets against objectives of most importance; and, his knowledge of (Continued)

| SECTION D | CERTIFICATION AND COM | MENTS | | | | |
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| 30 Oct, 1970 | /s/ Daniel Flores | <u> </u> | | | | |
| 2. | BY SUPERVISOR | | | | | |
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| 30 Oct, 1970 | | Robert L. Fambrini /s/ | | | | |
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Section C

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Narrative Comments, Cont'd

disciplined, effective manner enabling him to maintain a continuity and productivity within the Base operational requirements with security and dispatch.

Socially Subject and his wife are proving to be good mixers and both are gaining in popularity within the local foreign and indigenous communities. They both have gained the respect and appreciation of the complex not only as compatible personalities, but in her willingness to participate actively in joint charitable endeavors and his professional cooperative attitude. Their optimistic and positive conduct at official and non-official functions is a credit to the Base.

Subject's native fluency in Spanish and his Latin background is proving to be a definite asset in the performance of his assigned operational tasks and ability to handle agent assets amicably and productively.

He maintains accurate accounting records and is demonstrating responsible acute cost consciousness in the use of funds and properties.

This rater's principal criticism of this employee is his tendency toward impulsiveness and too-quick judgement before weighing all the facts and implications in the pursuit of his operational requirements; however, this weakness is more a function of his inexperience in the field and will be resolved as he gains more field experience.

Subject, although exhibiting resourcefulness and imagination in performing his assigned operational tasks also has a tendency to accept the judgement of other senior grade officers too readily rather than express his own convictions and trust in his own assessment of a situation.

This rater has consoled this Officer regarding these tendencies and he is taking measures to rectify them.

In judging his over all performance, this Rater is of the opinion if he continues to apply himself in handling tasks worthy of a senior grade officer, he should be considered for a promotion to the GS-10 level at the earliest opportunity.

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SECTION C

NARRATIVE COMMENTS

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. This employee, a GS-09, arrived PCS at the Guayaquil Base on 13 May 1969 and has been under this Rater's supervision during this four and one-half month period. Guayaquil is his first overseas assignment with this Agency.

During this short reviewing period, this Officer has demonstrated a marked insight and knowledgeableness of the operations he has been assigned, and has provided a number of good ideas and suggestions for the betterment of these operations. Subject is proving to be a hard worker and has not complained of the many extra hours he has devoted to his operations. He has accepted responsibilities without hesitation and is not afraid to take on difficult tasks using initiative and ingenulty in their completion. This latter quality has been amply demonstrated when the Rater was unexpectedly confined to a hospital in the Panama Canal Zone for the full month of August 1969, leaving this employee solely responsible for the Base as the only inside Case Officer at the Base during this time. Rater's absence corresponded with a change in Case Officer PCS assignments at the Base, which left the Base temporarily depleted of Officers. During this period, Subject exhibited an ability and maturity expected of an officer of higher grade and greater field experience. He organized his increased workload in a ... Continued ...

| ECTION D CERTIFICATION AND COMMENTS | | | | | | |
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| 1. | BY EMPLOYEE | | | | | |
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| 2 October 1969 | /s/ Daniel Flores | , | | | | |
| 2. | BY SUPERVISOR | | | | | |
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| _ | | | | | | |
| 2 October 1969 | Chief of Base | /s/ Neil Hinckley | | | | |
| 3. | BY REVIEWING OFFICIAL | | | | | |
| COMMENTS OF REVIEWING OFFICIAL | | | | | | |
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| highly for the tra | ining and experience he h | nas had. He has taken on, | | | | |
| in the absence of | the Chief of Base and oth | er senior officers, respon- | | | | |
| sibilities uncommo | n to an officer of his ju | inior position, and he has | | | | |
| handled them in a | superior fashion. He and | his wife have entered into | | | | |
| their representati | onal responsibilities wit | h great enthusiasm and | | | | |
| effectiveness, and | effectiveness, and I predict a most highly successful tour for him in | | | | | |
| Ecuador. Because he has shown a personal and professional competence | | | | | | |
| beyond his grade 1 | evel, it is strongly reco | mmended that he be con- | | | | |
| sidered for promot | ion to GS-10 at the earli | est opportunity. | | | | |
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| 16 October 1969 | Chief of Station | /s/ John S. Morgan | | | | |

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| SECTION A | | | | | GENERA | | | 1 | | |
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| SECTION B | | | | | | | | 1 11 | | |
| W - Hark | positive | remedial a | etion. T | he nature of the | action cou | less than satisf | unsaling, t | o further tr | aining, to | ry require placing o |
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| de into occount e | everything | about the | employe | e which influence | as his effe | ctiveness in his | Current po | sition such | ns per- | PATING |
| mance of specif | lic duries | , productio | ity, con | duct on job, co | operative no | 11, pertinent pe | rsonal tra | its or habit | s, and | - |
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SECTION C NARRATIVE COMMENTS

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

Mr. Flores did a fine job while he was a standed to the thile desk. He had responsibility for a variety of FI projects, including several complex and sensitive enes, which he ably handled. He had a full workload and in addition to his assigned responsibilities he was given FI assignments of every type as they arose. On one occasion he was sent on an operational trip to New York City where he was to contact, assess and support a target personality. Owing to circumstances beyond his control nothing went as expected but Mr. Flores, acting alone, improvised and adapted to the situation. This is indicative of the initiative and eagerness he displayed in his desk work. He was willing to learn and he accepted guidance and instruction to the letter. In addition Mr. Flores writes well and this is always an asset.

Mr. Flores is fluent in Spanish. It is my impression that if there is one thing that Mr. Flores wants to be that is a field case officer. He is now getting that chance. He will soon leave on an assignment to Ecuador. I have no doubt that he will do very well.

Mr. Flores did not have any managerial duties.

| SECTION D | CERTIFICATION AND COMM | ENTS |
|--|--|----------------------------|
| 1. | BY EMPLOYEE | |
| 10 | ERT FY THAT I HAVE SEEN SECTIONS A. A. A. | ID C OF THIS REPORT |
| 7 Epril 28, 1969 | Clica () AN SUPERVISOR | |
| MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION 5 months | IF THIS REPORT HAS NOT BEEN SHOWN TO | EMPLOYEE, GIVE EXPLANATION |
| 28 April 69 | OFFICIAL TITLE OF SUPERVISOR C/WH/4/Chile | Robert Wicha |
| 3. | BY REVIEWING OFFICIAL | |
| I concur | in the above assessment. | 1 |
| 29 April 1969 | Chief, WH/4 | Raymond A. Warren |

(FIRST FRIEND) A. S.

FLORES,

Daniel 07 036130

30 November 1968 17 December 1967 - 31 October 1968

This faceur leadens has ten a compare in commer of it is represent Program with extension irrining to Clandestine Operations.

Ditabled evaluations of his performance in early names are recognized in the Ottlelel Presonnel Folcer. Definition of the variety letter corresponds to that in Section 8, Fireest Report Form to 14 & .).

COTESTA PERFORMANCE AN LONGGRATED PROCESSOR

COMMENT AND PRITING TO ORSE VARIOUS.

Mr. Flores entered the CT Program on 11 December 1967, sponsored by DDP/WH Division. His work during formal training was characterized by determination, hard work, and a strong ambition to become a successful Clandestine Services operations officer. He responded well to supervision and guidance and experienced no difficulties in assimilating the principles and techniques covered by the instruction. In Operations Course Phase I, the key course for DDP case officers, he achieved an overall performance rating of HIGH PROFICIENT.

At the previous request of his Division Chief, Mr. Flores was, effective 10 October 1968, reassigned to DDP/WH Division.

25 November 1968

| | | | | EMPLOYEL SERIAL | NUMBER |
|---|---|---|---|--|--|
| | FITNESS REPORT | | | 0361 | 3°o ~ |
| SECTION A | | ENERAL | | | |
| 1. NAME | (Last) (Firei) (Middie) | Z. DATL OF BIRTH | | 4. GRADE 5. 5D | |
| 8. OFFICIAL POS | FLORES, Daniel | 1 4 Aug 35 | | GS-05 | D |
| ŧ | | DDP/WH/COG | 1 | | |
| | el Clerk PE OF APPOINTMENT | 10. CHECK (A) TYPE | | WASH., D.O | |
| CANEER | HESERYE : TENGCHARY | INITIAL | 1 | . H CA 33 G N M C N | T 3 UP E # / 13 G |
| CAREER-PI | LOVISIONAL (See Instructions - Section C) | ANNUAL | - ; | HEASSIGNALH | TEMPLOYER |
| SPECIAL (5 | pocity) | X SPECIAL (SIME | In Recor | nmendation | or Pro |
| 11. DATE REPORT | DUE IN Q.P. | 12. HEPORTING PERI | OD (Fram- to | | tic |
| SECTION B | PERFORMAN | CE EVALUATION | 1307-1 | LO DUNE 150 | |
| W - <u>Weak</u> A - <u>Adequate</u> P - Proficient | Restarrance ranges from whe've inadequate to positive remedial action. The nature of the a probation, to reassignment or he separation. Performance meets all requirements. It is entercellence. Performance is more than satisfactory. Desir | ction could range from c Describe action taken a tirely satisfactory and it | ounseling, t r proposed i s characteri: | to further training, to in Section C. zed neither by defic | placing on |
| S - Strong | Performance is characterized by exceptional | <u> </u> | oucaa in a p | POTICIONT MUNNET. | • |
| 0 - Quistanding | Performance is so exceptional in relation to reathers doing similar work as to warrant species | equirements of the work | and in comp | parison to the perfor | mance of |
| | | FIC DUTIES | · · · · · · · · · · · · · · · · · · · | | |
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| termance al apoci particular l'mitatio | everyining about the employee which influence fic duties, productivity, conduct on ico, cee its or talents. Based on your snowledge of e the rating box corresponding to the atelement | et his effectiveness in h perativeness, pertinent mployve's everall perfo | is current p parsanai Hi rmanca duri | airs of habits, and ing the fering pariet | S |

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NARRATIVE COMMENTS

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

Mr. Flores is a part-time staff employee who works a maximum of 19½ hours per week while attending university full-time. In August 1967 he will obtain his bachelor's degree in political science. He will revert to full-time employment upon finishing his university studies and will be recommended to the Office of Training for admission in the CT class beginning November 1967.

The limitations imposed by part-time employment have prevented us from assigning Mr. Flores to jobs within the branch such as the monitoring of active field cases which require close, daily attention. However, he is qualified for this type of duty. His performance in the duties described above is excellent. He accomplishes his tasks quietly and efficiently with a minimum of guidance from his supervisor. Because he is bi-lingual in Spanish and English he is of great use to the Branch in screening quickly and accurately materials which are of counter-intelligence interest.

Mr. Flores agency work background, coupled with his formal education about to be completed and his own desire to make a career in intelligence make him an extremely valuable employee, one in whom the Agency should not hesitate to invest time and money for the advancement of his career training.

| SECTION D | CERTIFICATION AND CO | DWMEN 12 |
|---|---|--|
| 1. | BY EMPLOYEE | |
| | I CERTIFY THAT I HAVE SEEN SECTIONS A | B, AND C OF THIS REPORT |
| frenc 11/1 | 967 SIGNATURE OF EMPLOYEE | <u> </u> |
| .2/ | BY SUPERVISOR |) . |
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| DAYE | DC/WH/COG/CICS | Carl Trottin |
| 3. | BY REVIEWING OFFIC | |
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| | C/NU/COG/CICS | Parry Mahoney |
| | treory | |

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| FITNESS RI | EPUKI | i i | | | | 036130 | • |
| SECTION A | GENI | ERAL | | | 4 | | , |
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| Flores Daniel | | | ıg 35_ | M | | -05D_ | |
| 6. OPPICIAL POSITION TITLE | Į. | | | A33IGNMENT | | HRENT STAT | |
| Intel Clerk | | | /II/COG | OF REPORT | <u></u> WΛ | SH.,D. | C |
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| SPECIAL (Special) | | | ECIAL (Spe | cilvi: | | | |
| II. DATE REPORT DUE IN OUP. | | i | | IOD (From- I | (-o) | | |
| 1 | | 1 Ap | ril 66 | - 31 | lan | 67 | * |
| SECTION B PE | RFORMANCE | EVALL | ATION | | | | |
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| ethers doing similar work as to wa | | | | <u> </u> | | | |
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| List up to six of the most important specific duties p manner in which employee performs EACH specific di with supervisory responsibilities MUST be roted on ti | wy. Consider 0 | NLY of | octiveness | in performo | nce of | that disty. | All employees |
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| Maintains files and handl same two contract agents, ments, etc. | | | | | | | PATING |
| PECIPIC DUTY NO. 3 | | | | | | | LETTER |
| Propares translations from English to Spanish | m Spanish | to. | Englis | n and I | rom | | s |
| PECIPIC DUTY NO. 4 | | | | | | | RATING |
| Prepares material for inp | ut for th | e CU | IS Mad | ine Pro | gran | n | Р |
| PECIFIC DUTY NO. 3 | | | | | | | RATING |
| | | | | | | | LETTER |
| PECIFIC DUTT NO. 8 | inthug video with house, don higher gradhan | | | **** ********************************* | | | BATING LETTER |
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SECTION C

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NARRATIVE COMMENTS

Indicate significant strengths or weaknesses demonstrated in current position keeping in proper perspective their relationship to averall performance. State suggestions made for improvement of work partographs, Gregorammentations for training. Comment on foreign language competence, if required for current position, (Adplify Direction Figure 1) and to provide best basis for determining future personnel action. Manner of performance of managerial or supervisory duties must be described, if applicable.

JAN 30 10 48 AH '67

· Mr. Flores has continued to perform at the same proficient level cited in his previous fitness "Man Brow". The ratings and remarks appended to this report, accordingly, still remain applicable.

| SECTION D | CERTIFICATION AND CO | MMENTS | | | |
|---|---|-------------------------------------|--|--|--|
| 1. | BY EMPLOYEE | | | | |
| 1 | CERTIFY THAT I HAVE SEEN SECTIONS'A, B | , AND C OF THIS REPORT | | | |
| DATE | of and the | / | | | |
| 2. | BYSUPERVISOR | | | | |
| MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION | IF THIS REPORT HAS NOT BEEN SHOWN TO EMPLOYER, GIVE EXPLANATION | | | | |
| 5 months | 1 | | | | |
| DATE | OPPICIAL TITLE OF SUPERVISOR | TYPED OF PRINTED MANE AND SIGNATURE | | | |
| 26 January 67 | Chief, WH/COG/CICS | Harry T. Mahoney | | | |
| 1 | . BY REVIEWING OFFICE | A) | | | |

Mr. Plores turns in a good piece of finished work and has demonstrated increasing ability as a Case Officer. As soon as he graduates I plan to recommend him for CT training. I have discussed the matter with him and hepplans to make a career with the Agency which will be mutually advantageous to him and the Agency.

30 Jan 87 Doputy Chief, NH/COG Engl William Milli

| | | EMPLOYER SPRIAL NUMBER | | | |
|---|---|---|--|--|--|
| FITNESS REPORT 036130 \leftarrow | | | | | |
| SECTION A | GENERAL | 4.5 | | | |
| 1. NAME (Line) (Pirat) (Middle | | 4. GRADE 9. SD | | | |
| FLORES, Daniol | 4 Aug 35 M | GS-05 D | | | |
| 6. OFFICIAL POSITION TITLE | 7. OFF/DIV/BH OF ASSIGNMEN | NT B. CURPENT STATION | | | |
| Intelligence Asst. | DDP/WH/C | Washington D.C. | | | |
| CAMER RESERVE TEMPOHAN | INITIAL | BEATS COME IN S. A. COME | | | |
| CARLER PROVISIONAL (See Instructions - Section C) | NANNUAL . | ME ADDIGNASH T ENGLAIS | | | |
| special (Specify): | SPECIAL (Specify): | | | | |
| 11. DATE REPORT DUE IN O.P. | 12. REPORTING PERIOD (From | • 100) | | | |
| 30 April 1966 | 1 April 65 - 31 | March 66 | | | |
| SECTION B PERFORM | ANCE EVALUATION | | | | |
| W - Wesh Performance ranges from wholly inadequate positive remedial action. The nature of the probation, to reassignment or to separate A - Adequate Performance meets all requirements. It is | ne action could range from counseling on. Describe action taken or propose | g, to further training, to placing so od in Section C. | | | |
| excellence. | natend ensuits are bolon and or - 4 to | a and latest manage | | | |
| P - <u>Prolicient</u> Performance is more than satisfactory. Do S - Strong Performance is characterized by exception | | u proticient mannet. | | | |
| O - Outstanding Performance is so exceptional in relation others doing similar work as to warrant sp | to requirements of the work and in co | omparison to the performance of | | | |
| | ECIFIC DUTIES | | | | |
| List up to six of the most important specific duties performed nonner in which employee performs EACH specific duty. Conwith supervisory responsibilities MUST be rated on their abilities MUST be rated on their abilities. | neider OHLY effectiveness in perfer | mance of that duty. All employees | | | |
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| Maintains files and handles ac same two contract agents, incl ments, etc. | | | | | |
| PECIFIC DUTY NO. 3 | | PATHL LETTER | | | |
| Prepares translations from Spa | nish to English and | | | | |
| English to Spanish | _ | · 5 | | | |
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| Prepares material for input fo | or the CUIS Machine P | LETTER | | | |
| PECIPIC DUTY NO. 8 | | ## ***** L.# 1 * & D | | | |
| ECIPIC DUTY HOL 6 | | , Refrec , Caffe | | | |
| OVERALL PERFORMA | ANCE IN CURRENT POSITION | | | | |
| the into account everything about the amployee which influen | oran his allocations as his a series | | | | |
| the into account everything about the amployee which influed memore of specific duties, productivity, conduct an job, criticular limitations of talents. Based on your bnowledge of see the letter in the raying bas corresponding to the statement of the statement | ooperativeness, pertinent personal f employee's overall performance di | traits or hibits, and uring the rating porting. | | | |
| K C . 1/10 | | <u> </u> | | | |

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CTION C NARRATIVE COMMENTS

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Indicate significant strengths or weaknasses demonstrated in current position keeping in Project parspective their relationship to overall performance. State suggestions made for improvement of work performance. Give recommendations for training, Comment on fareign language competence, if required for current position. Amplify or explain rutings given in Section B to provide heat basis for determining future personnel action. Mainter of performance of manny lift or supervisory duties and cost conscirueness in the use of personnel, space, equipment and funds, must be commented on, if applicable. If grip page is needed to complete Section C, attach a separate sheet of paper.

Mr. Flores is a part-time staff employee who works a minimum of nineteen hours per week; he is also a full time college student in his senior year, majoring in political science and specializing in Latin American studies. Subsequent comments should be prefaced by the statement that Mr. Flores' overall performance of his assigned duties would be considerably more efficient if he were able to devote full time to his assignment. On the other hand, Mr. Flores is preparing himself academically for a useful career with the Agency and in the rater's opinion shows promise of becoming a very capable and competent officer.

Mr. Flores is bilingual and has served very efficiently as a translator for the Branch. He has gained very valuable experience as a case officer in the handling of two contract agents of WH/COG/CICS and in doing so has demonstrated tact, sound judgment and a fine ability to handle people. Mr. Flores is very personable, intelligent and makes an excellent appearance. With the completion of his studies he should be able to make the transition from Intelligence Assistant to Junior Case Officer, which the rator heartily recommends.

| SECTION D | CERTIFICATION AND CO | MENTS |
|---|---|--|
| 1. | BY EMPLOYEE | |
| | CERTIFY THAT I HAVE SEEN SECTIONS A. B | , AND C OF THIS REPORT |
| 30 Derember 1960 | SIGNATURE OF EMPLOYEE | |
| 2. | BY SUPERVISOR | |
| MONTHS EMPLOTES HAS DEEN UNDER MY SUPERVISION | IF THIS REPORT HAS NOT BEEN SHOWN | FO EMPLOYRE, GIVE EXPLANATION |
| 11 months | | |
| DATE | OFFICIAL TITLE OF SUPERVISOR | TYPEO OR PRINTED NAME AND SIGNATURE |
| 30 November 66 | DC/WII/COG/CICS | John A. Castoro |
| J. | BY REVIEWING OFFICE | AL / |
| in the handl Specific Duty Castoro and o will make a p | ing of the two contract y No. 1 and 2. I concur can only emphasize that good Case Officer and I | with the rating of Mr. I believe Mr. Flores |
| 30 Nov 1966 | Chief, WH/COG/CICS | Harry T. Mahoney |

| | | | FITN | ESS REPORT | | | | EMPLOYER STRIAL | NUMBER | |
|--|--|--|--|--|------------------------------|--|--|---|------------------|--|
| CCTION A | | | | | ENERA | | ····· | 1 | | |
| SECTION A | AME (I not) (First) (Middle) | | | | | TE OF BIRTH | 3. SF 4 | 4. GRADE 5. 3D | | |
| | | | Danie | 1 | 1 | Aug 35 | M | GB-05 | D | |
| 5. OFFICIAL POS- | _ | _ | | | | DP/WH/CO | | TA CURRENT STATIO | | |
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| II. DATE REPORT DUE IN Q.P. | | | | | 1 February 1967-15 June 1967 | | | | | |
| ECTION B | | | | PERFORMAN | | | | | | |
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| O - Outstanding | Parton | manca is sa | exception | onal in relation to re | quiromo | nts of the work | and in co | mparison to the perform | nanco of | |
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Mr. Flores is a part-time staff employee she works a maximum of 19g hours per week while attending university full-time. In August 1967 he will obtain his bachelor's degree in relitical science. He will revert to full-time employment upon finishing his university studies and will be recommended to the Office of Training for admission in the CT class beginning November 1967.

The limitations imposed by part-time employment have prevented us from assigning Mr. Flores to jobs within the branch such as the monitoring of active field cases which require close, daily attention. However, he is qualified for this type of duty. His performance in the duties described above is excellent. He accomplishes his tasks quietly and efficiently with a minimum of guidance from his supervisor. Because he is bi-lingual in Spanish and English he is of great use to the Branch in screening quickly and accurately materials which are of counter-intelligence interest.

Mr. Plans agency work background, coupled with his formal education about to be completed and his own desire to make a career in intelligence make him an extremely valuable employee, one in whose the Agency should not hesitate to invest time and money for the advancement of his career training.

| SECTION D | CERTIFICATION AND CO | MILENTE |
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| Mr. Flo | ores was a particularly useful and versatile employee in the | | | | | | | | |
| WH/SA counterintellig | ence operations unit. Although he had no operational training | ŗ | | | | | | | |
| or previous operationa | il experience, he learned rapidly and performed well the | | | | | | | | |
| Toperational support type | be duties assigned to him. His fluent knowledge of the Spanis | h | | | | | | | |
| language, his willingness to learn and perform tedious tasks, and his conscientious | | | | | | | | | |
| approach to his work w | were important factors in his performance. His previous | | | | | | | | |
| assignments in the RI | assignments in the RI Division and in WH/SA as a translator and in conducting name | | | | | | | | |
| Itraces gave him a good | i background, | ,• | | | | | | | |
| York City Mr. Flores dispatch to Cuba. In the W/T (medium speed) a confus. This experience relating to communicate Mr. Flores Arrangements part time basis beginning university as a full time. Mr. Flores | res was promoted from GS-04 to GS-05 on 16 March 1964. He | | | | | | | | |
| has been performing du | ities at the GS-06 level, and he should be promoted. | | | | | | | | |
| | (see page two) | | | | | | | | |
| SECTION D | CERTIFICATION AND COMMENTS | | | | | | | | |
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Mr. Flores is cost conscious and effective in the use of space, equipment and funds.

Mr. Flores does not hold a supervisory position.

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applicable Mr. Flores entered on duty with Special Affairs Staff in June 1963. Due to his proficiency in Spanish he was assigned to translating duties and immediately proved to be an invaluable asset to this office as well as to the Staff as a whole. He worked many late hours and weekends helping to facilitate the flow of translations from this office to the different components within SAS. His performance of these duties can best be characterized as "exceptional" in all degrees.

Mr. Flores expressed a desire to move into a position of greater responsibility and this request was readily granted approximately one month ago. He is currently being trained as an intelligence assistant in Ops Support functions and his performance to date has been excellent. In his new duties Mr. Flores requires very little supervision. This can be attributed in part to his degree of intelligence as well as the background he obtained for his present duties while assigned to his previous job in RID/INDEX. Mr. Flores spent approximately one year in his former job and the knowledge he brought with him realiting to name tracing procedures has enabled him to grasp the duties of his new position quite rapidly.

As a means of furthering his education Mr. Flores is attending American University at night. He has expressed a desire to obtain some agency training and would like very much to be enrolled in the Intelligence Orientation Course as soon as possible.

Mr. Flores entered the agency as a GS-4 in March 1962. It is strongly grecommended that he be promoted at the earliest possible date to a GS-5.

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During this reporting period, Mr. Flores continued to conduct himself in the exceptionally proficient manner which was noted in Alle Fitness Report. He is one of two name tracers who specialize in a particular area, a fact which tends to increase the difficulty as well as the responsibility of name tracing. In spite of this burden, Mr. Plores has consistently maintained an above average level of production and an exceptionally high quality in his finished products.

Mr. Flores is a conscientious and highly motivated employee who evidences a sound sense of responsibility. He has frequently voiced a desire to take advantage of any career opportunities ties Agency may offer to him. He is currently enrolled as a full-time student at the American University.

| SECTION D | CERTIFICATION AND COMM | EHTS |
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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. Amolity or explain ratings given in Section 8 to provide best basis for determining future personnel action. Manner of performance of managerial or supervisory duties must be described, if applicable.

From the outset Mr. Flores has shown many characteristics of an above-average employee. His initial training in the intricacies of his duty assignment was marked by a high degree of application, interest, and achievement. Since that time Mr. Flores has provem himself a conscientious and responsible employee, one whose work record is distinguished by a high calibre of quality and quantity.

Because of his fine record, Mr. Flores was chosen one of the three are specialists for this section. He specializes in the Spanish-Portuguese area and his work is characterized by exceptional proficiency.

At present Mr. Flores is registered at American University as a sophomore. Inasmuch as he has exhibited both potentiality and strong working habits, I recommend that Mr. Flores be given the Professional Eattery Test at the earliest opportunity.

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TEST RESULTS ARE AN INTEGRAL PART OF THE FACT FINGING PHASE OF MOST PERSONNEL OPERATION". EVALUATION OF THESE MEASUREMENTS IN RELATION TO OTHER FACTUAL MATERIAL IN THE PERSONNEL REFORD PROVIDED ONE OF THE BASES FOR THE SELECTION AND PLACEMENT OF APPLICANTS AND FOR COUNSELING WITH NEW IMPLOYEES. MODIFIER THE DECISION AS TO BHETHER AN INDIVIDUAL CAN AND BILL PERFORM THE DUTIES OF A SPECIFIC JOB MUST REST ON THE JUDGMENT OF THE RECRUITER OF PLACEMENT OFFICER. BHO CONSISES ALL ASPECTS OF THE INDIVIDUAL'S ABILLTY, BACRGROUND, AND PERSONALITY IN RELATION TO THE REQUIREMENTS OF THE ASSECT.

THIS REPORT EVALUATES THE SUBJECT'S PERFORMANCE BY COMPARING HIS SCORES WITH THOSE OF A HATIONWIDE GROUP OF TWELFTH GRADE STUCENTS OF THE SAME SEX.. SPECIFIC APTITUDES ARE IDENTIFIED BY USING A VARIETY OF TESTS RANGING PROW WORK SAMPLES OF FILING AND CHECKING TO BE REPT IN WINDO, (1) TESTS ARE ONCE FFECTIVE IN SCREENING OUT POTENTIAL FAILURES THAN IN IDENTIFY FYING THOSE WHO BILL PERFORM SUCCESSFULLY. (2) PERSONS WHOSE SCORES ARE PREDOMINANTLY IN THE LOWEST 16% GROIMABILY ARE NOT SUITED FOR OFFICE WORK. (3) MOST JOSS DO NOT REQUIRE HIGH SCORES ON ALL TISTS, BUT HAYE A RANGE WITHIN WHICH PROPLE CAN DO THE WORK EFFECTIVELY AND TEND TO TEMBER OF THE JOS., (4) EFFICIENCY IN PLACEMENT MECESSITATES MATCHING THE JOS AND THE TIGHTUDIAL BOTH THOSE WHO ARE OVERQUALIFIED AND THOSE WHO ARE UNDERTUDIALIFIED ARE LIKELY

A DESCRIPTION OF THE SIX TESTS IN THE BATTERY IS GIVEN ON THE BACK OF THIS FORM. IN CABLS WHERE THE PATTERW OF THE TEST SCORES APPEARS TO INDICATE APTITUDE IN PARTICULAR AREAS THIS WILL BE NOTED IN THE REMARKS SECTION, WHERE RESEARCH STUDIES WAVE BEEN CONDUCTED ON THE RELATIONSHIP OF THE TESTS TO JOB PERFORMANCE THESE COMMENTS WILL RELATE TO SPECIFIC JOBS. THIS SECTION MAY ALSO INCLUDE A BRIEF ANALYSIS OF THE INDIVIDUAL'S POTENTIAL IN RELATION TO HIS INTERESTS AND BACKGROUND.

CONSULTATION OF FURTHER INFORMATION REGARDING INTERPRETATION OF TEST SCORES IS AVAILABLE BY CALLING EXTENSION ADIT.

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Limison Officer in charge of an 18-man unit.

Training in a third language.

Additional management training offered either by the Agency or by a private institution. Consideration for an appointment to a War College.

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| Carolina to the contract of th |
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| As noted in 'B below, my first choice for my next assignment is this of Chief of Base in Barcelona, Spain, or Chief of Base in Latic America. I have served three tours excises and a four-year tour at Headquarters in Cuban Operations. In the past ten years I have garned experience in technical operation, operations related to the priority and hard targets and, prior to my assignment to Mexico City, as supervisor of one of the four branches in Cuban Operations. In Mexico City my responsibilities consist of the supervision and administration of an 18-man unit composed of Mexican nationals which I manage and direct operationally in coordination with the Government of Mexico. I have been in Mexico City fifteen months. Should the Chief of Base position in Barcelona become available in the summer of 1980 or 1981 and this job is offered to me. I would be |
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amenable to an extension in Mexico City for a period of 12 to to months depending on the timing of the assignment. If I were to be assigned to a country where an additional language is needed, time for language training should be taken into consideration.

In the event that a position as Chief of Base does not become available within the next year or two, my second choice is to be considered for a war College either for calendar year 1980 or 1981. This would enable me to more fully participate in the Agency's rotational program and would provide me with a higher level of training needed for career mobility in the Agency.

My third choice is to be considered as a candidate for the agency's management program at one of the participating Universities in the United States with the intention of accepting a field assignment immediately after the termination of this training. am prepared to make all the necessary arrangements toward this end (i.e., applying for admission, etc.) provided a list of

Universities in furnished to he.

As noted above, I am willing to remain in Mexico City through the summer of 1981 if my first choice is approved. In the event that my first choice caenet be granted I would be available to return to the United States in the summer of 1980 to prepare for my second or third choice. Should my second or third choice not he granted, I would prefer to return to the United States for an assignment in Washington.

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Central Processing Branch has been charged with responsibility for ensuring that all employees processing RUS to the field have reviewed the field version of the haployee Commet Hamiltook. You will not be checked cut for your proposed travel mptil you sign the following statement and return it to GPB. Your Personnel Officer can provide you with a copy of the Handbook.

MEMORANDUM OF UNDERSTANDING

I hereby acknowledge that I have read and understand the contents of Field Handbook 20-4, Employee Conduct, dated 9 July 1970.

DANIEL FLORES

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NOTE TO OUTGOING PCS TRAVELERS

Central Processing Branch has been charged with responsibility for ensuring that all employees processing PUS to the field have reviewed the field version of the Employee Conduct Handbook. You will not be checked out for your proposed travel until you sign the following statement and return it to CPB. Your Personnel Officer can provide you with a copy of the Handbook.

MEMORANDUM OF UNDERSTANDING

I hereby acknowledge that I have read and understand the contents of Field Handbook 20-4, Employee Conduct, dated 9 July 1970.

Daniel Flores

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I. GENERAL

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

IF YOU TERMINATE YOUR SERMANENT ASSIGNMENT OUTSIDE THE CONTINENTAL UNITED STATES BEFORE YOU COMPLETE 12 MONTHS OF CHEDITABLE SERVICE FOLLOWING THE DATE OF YOUR ARRIVAL ABROAD, YOU WILL BE REQUISED TO REIMBURSE THE GOVERNMENT FOR ALL EXPENSES IT INCURS IN THE TRAVEL AND TRANSPORTATION OF YOU, YOUR DEPENDENTS, YOUR SCHOLD AND PERSONAL EFFECTS TO YOUR POST. IF YOU FAIL TO COMPLETE YOUR PRESCRIBED TOWN 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 IS NECESSARY FOR OFFICIAL REASONS. OR FOR PERSONAL REASONS OF SIGNIFICANT INTEREST TO THE GOVERNMENT. THEY MAY WAIVE THE REIMBURSEMENT OF EXPENSES ALREADY INCURRED. OR AUTHORIZE YOUR RETURN TRAVEL AND THANSPORTATION, WHICHEVER IS APPLICABLE.

IF ELIGIBLE UNDER THE TERMS OF HR 20-30, YOU WILL BE GRANTED HOME LEAVE AS SOON AS IT CAN BE ARRANGED AT GOVERNMENT CONVENIENCE AFTER COMPLETION OF YOUR PRESCRIBED TOUR OF DUTY, PROVIDED YOU HAVE SERVED AT LEAST 18 MONTHS OF CONTINUOUS CREDITABLE SERVICE OUTSIDE THE UNITED STATES. HOME LEAVE AND HOME LEAVE TRAVEL ARE CONTINGENT UPON YOUR HILLINGNESS TO RETURN, AND CONTEMPLATION BY AGENCY OFFICIALS THAT YOU WILL RETURN TO SERVICE OUTSIDE THE UNITED STATES IMMEDIATELY AFTER HOME LEAVE OR UPON COMPLETION OF AN ASSIGNMENT IN THE UNITED STATES.

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

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| Zola Marie Plores | 8151 Larkin La. Vienna, Va.: | 2218þ | F 15 Mar 74 |
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OFFICE OF TECHNICAL SERVICES BEHAVIORAL ACTIVITIES BRANCH

HUMAN ELEMENTS IN OPERATIONAL TARGETING

- 1. This certifies that <u>Daniel Flores LA</u> has completed five days of training in the course, Human Elements in Operational Targeting.
- 2. Primary goals of the course are to familiarize Agency case officers with applied psychology techniques as they relate to operational data collection, evaluation and application in the assessment and manipulation of target personalities.
- 3. This is a certificate of attendance only. Student achievement was not evaluated.

OTS/Training Branch

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S-E-C-R-E-T

TRAINING REPORT/CERTIFICATION OF HANDGIN QUALIFICATION

TITLE: Countering Terrorist Tactics Course No. 16-77 DATES: 19-23 September 1977

| STUDENT: | FLOMS, Daniel | OFFICE: _ | IA | _ SD: | D |
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| 2. | MEMBERS OF FAMILY | | | | | | | | | |
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TRAINING PEPOPT

Instructor Training Workshop

Student: Flores, Daniel Office: OTR

Year of Birth: 1935 SD: D

Grade: CS-12 EOD Date: 1962

Number of Students Ecrolled: 6 Date of Course: 7/26 - 8/8/76

COURSE OBJECTIVES -- CONTENT AND METHODS

The Workshop objectives provide participants with a knowledge of the major principles, methods, and practices of effective instruction, and an opportunity to develop skills as an instructor by applying this knowledge in an instructional actting. Participants are able to analyze their audience and teaching objectives, prepare lesson plans, effectively present the material to be learned, and then evaluate the results of their training efforts.

The instruction required maximum cludent involvement with major emphasis on the application of instructional methods in the students presentation of units of instruction. Students were not graded during the Workshop, but they were constructively evaluated by the instructor and fellow participants both verbally and through the use of video tape.

Students were required to give a fifteen-minute lecture, a twenty-minute demonstration, and a fifty-minute lesson in his basic subject.

ACHIEVEMENT RECORD

This is a certificate of attendance only, since examinations are not used in the course.

FOR THE DIRECTOR OF TRAINING

10/76 Stankell Stecken

Chief Instructor

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MEMORANDUM FOR THE RECORD

SUBJECT: Meritorious Unit Citation -- Cuban Operations Group, Latin America Division

On 13 November 1975 the Director of Central Intelligence approved award of the Meritorious Unit Citation to the Cuban Operations Group in recognition of the outstanding performance of the following employees from 1 October 1974 to 30 September 1975:

Felipe Acevedo
Carol A. Barr
Vivian A. Barry
P. Claudette Broyles
Daniel Calloway
Thomas G. Clines
Frank Esquivel
Owen H. Faust
Mary D. Felton
Daniel Flores
Nancy B. Fortson
Ann Goldsworthy
Clyde I. Hinkley
Christine Hopkins
Kathryn Kemp
Myron M. Kline

Barbara Morgenthaler
Mary Muldoon
Mary Musgrave
Sylvia Palmer
Elizabeth Reilly
Carol Rhodes
Nestor D. Sanchez
Joan Silverlieb
Allen Smith
John Blake Smith
Priscilla Tench
Len Therry
Mary A. Velous
Donald Venute
William Watkins
Anne Zimmerman

R. L. Austin, Jr. Recorder Honor and Merit Awards Board

Distribution:

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| | REPORT | T OF SERVICE ABR | (OAD | *************************************** | | |
| TO: Orrice of Pe | ersonnel, Control Divi | Ision, Statistic | cal Repo | - | _ | |
| SERIAL NO. | LAST | FIRST | ΝE | | - FILE | * ************************************* |
| 036130 | FLICKES | Danier | | | BY | |
| | | INSTRUCTIONS | | t | | |
| -10 DESIGNATE BRETHER ! | BELOW TO REPORT DATA FOR FIT SUBMISSION IS OF BASIC DATA, NTM, AND LAST TWO DIGITS ONLY | . CORRECTION, CP CANC | CELLATION (| (One on | nly) REPORT DATES | |
| | PCS | DATES OF SEPVICE | | | | |
| ARREVAL O/S | DEPARTURE O/S | ATAD RC 34vf | | O/P USE | COUNTRY | V |
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| | 104 | DATES OF SERVICE | | | | |
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| 15, | DO NOT CO | | HEADQUARTERS US | | • |
| Daniel Flores | udo only 1/ SA) DATII | Feb 73 | Richard N | Welch | 27 Feb 73 |
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| 2 March 1973 | | LT-6592 | | | |
| <u> </u> | | BE COMPLETED | | · · · · · · · · · · · · · · · · · · · | · · · · · · · · · · · · · · · · · · · |
| I, DATE OF BIRTH F. SERVICE OESIGN | AND GRADE | TION, TITLE | 4. STATION OR | BASE | S. CHYPT FOR CURRENT COVER |
| 4 Aug 1935 | GS-11 FI Caso Of | ficer | Lima | | LNFALL |
| GA. DATE OF PCS ARRIVAL | 69. REQUESTED DATE O DEPARTURE | | FED DATE OF FIRST | do. DESINED DATE AFTER LEAVE | TO REPORT TO DUTY |
| 24 Sont 1071 | 20 Nov. 1074 | 1 7 | | | 5 (depending |
| 24 Sept 1971 7. NUMBER AND AGES OF DEP | 30 Nov 1974 | | 1975 | l <u>on traini</u> | ng.) |
| | ughter: 3 | | | | |
| 8. PERSONAL CIRCUMSTANCES | THAT SHOULD BE CONST | DEREU IN DETE | RMINING HEXT 455 | IGNMENT | |
| None | | | | | |
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| LIST YOUR MAJOR DUTIES | | | | | |
| Septomber 197 | extreme le | ftist gr | oups. Lab | e Communist or activitie progress re | s. Propara- |
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| | Preparation | on of pro | ject outli | nes and prop | ress reports. |
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| is realists officers: Incirate seat realists In the near futu In connection will | re I would li | ke to tal | ko an advar | nced operati | ons course. |
| In connection wi Chinese targets | in Latin Amer | ica. Sp | ecial cours | ses in these | two areas |
| would be extreme attend the mid-c | ly holpful. | Some time | n the fu | iture I would | d like to |
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| 11. PREFERENCE FOR NEAT ASSIGNMENT |
| THE DESCRIPTION THE TYPE OF BOTH THE BUILD PREFER FOR HERT ASSIGNMENT IF DIFFRUINT FROM THAT INDICATED IN ITEM NO. 9 ABOUT. THE YOU HAVE MURE THAN ONE POFFIFIENCE, INDICATE YOUR CHOICE, |
| At this point in my career the Soviet and Chinese targets are of major interest to me. Although I would prefer to work on Chinese operations in my next assignment, as an alternative I would consider working on Soviet operations. |
| · · · · · · · · · · · · · · · · · · · |
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| • |
| 118. INDICATE IF YOU DESIRE TO EXTEND YOUR CURRENT FOUR BY CHECKING IN APPROPRIATE ROX, ALSO INDICATE PREFERENCE FOR NEXT REGULAR ASSIGNMENT BY INSURTING 1, 2, 6 3 (for lat, 2nd, and led choice) in Remaining Boyes, Complete all Alternate Choices and Options in all cases even though you are requesting an extension of your tour. |
| RESTEND TOUR 14 WONTHS AF CUBBERT STATION TO 31 NOVEMBER 1974 |
| DE ABBIGNED TO HEGTES FOR A TOUR OF DUTY- INDICATE YOUR CHOICE OF DIVISION, STAFF OR OFFICE, |
| BE ANSIGNED TO ANOTHER FIELD STATION: INDICATE CHOICE OF GEOGRAPHIC ARTY OR SPECIALIZATION THE CHOICE CAPACAS AFOR |
| AETURN TO MY CURRENT STATION |
| TO BE COMPLETED BY FIELD STATION |
| T. IN CONSIDERATION OF THE EXPERIENCE AND PERFORMANCE OF THE EMPLOYIE AND HIS PRIFFRENCE FOR MEXT ASSIGNMENT, INDICATE YOUR RECOMMENDATION FOR HIS NEXT ASSIGNMENT AND TRAINING. |
| Concur. This officer is doing a good job on his assigned targets and his overall abilities give the Station a flexibility it often needs to call on. |
| t . |
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| |
| TO BE COMPLETED BY MPPROPPIATE MEADQUARTERS OFFICE |
| 13. IN CONSIDERATION OF THE EXPERIENCE AND PERFORMANCE OF THE EMPLOYEE, HIS PREFIRENCE FOR NEXT ASSIGNMENT, AND THE STAPPING REQUIREMENTS OF YOUR COMPONENT, INDICATE YOUR COMPONENT'S RECOMMENDATION FOR HIS NEXT ASSIGNMENT AND TRAINING. |
| Subject's tour has been extended fourteen months to 31 , November 1974. |
| ! |
| at # 17 |
| DATE 4/23/73 TITLE C/NIL/Pers SIGNATURE H.L. Beythold |
| FOR USE BY CAPTER SERVICE |
| 4 APPROVID ASSIONMENT, |
| 1. EMIGNEE MOTIFIED DE DESPATE DE HPLS-3284 DATE (Exped. 23 Apr. 73) |
| CARLE AND, membershipsensummannyammannyam OATED - membershipsensummannya |
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| | - | REPORT C | F SERVICE AB | ROAD | FILE | |
| To: Office of Per | sonnel, Tra | nsactions : | und Records B | rench, Sta | PUNCHED WE SEE BY | |
| SERIAL NO. | | | | AME | | |
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| 036130 | FLORES | | DANIEL | | | |
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| USS APPROPRIATE SPACE DE TO DESIGNATE WHETHER SUI THE NUMBER FOR THE WONTH | BM19910N 15 OF | BASIC DATA, CO | RRECTION, OR CAN | CELLATION (One. | waly). REPORT DATES | DE" COLUWN DY USING |
| | | PCS DA | TES OF SERVICE | | | |
| ARRIVAL O/S | DEPARTURE | | TYPE OF DATA | 0/P | | , |
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| | | • • • | ANCELLATION | | | |
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| | | TDY DA | TES OF SERVICE | | • | |
| ARRIVAL D/S | DEPARTURE O | /8 | TYPE OF DATA | 0/F | AREA(S) | |
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| TRAVEL VOUCHER | | | DISPATCH | , | | |
| Z CABLE | | | DUTY STATUS | OF TIME AND AT | TENDANCE REPORT | |
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| SERVICE ABI | ROAD AGREEMENT |
| 1. (| GEMERAL |
| I is name in the is not now also distributed the contract of t | VE THE PERIOD OF SERVICE ABROAD PRESCRIBED IS OBLIGATED TO PETIDEN YOU, YOUR DEPENDENTS IN THE SAFISFACTORY COMPLETION OF THIS PERIOD. IN ACCORDANCE WITH ASSINCY REGULATIONS. |
| BIFORE YOU COMPLETE 12 MONTHS OF CPEDITABLE ABROAD, YOU WILL BE REQUIPED TO PEIMBURGE 1 THE TRAVEL AND THANSPORTATION OF YOU, YOUR FECTS TO YOUR POST. IF YOU FAIL TO COMPLET WILL NOT BE ENTITLED TO THE PETUPN TRAVIL A FILS AND YOUR HOUSEHOLD AND PEPSONAL EFFECT OFFICIALS DITERMINE THAT YOUR EARLY DEPARTU | DEPENDENTS, YOUR MOUSTHOLD AND PERSONAL EF- E YOUR PRESCRIBED TOUR OF DUTY ABROAD YOU ND THANSPORTATION OF YOURSELF, YOUR DEPEND- N TO THE UNITED STATES. IF, HOWEVER, ASENCY NE IS NECESSARY FOR OFFICIAL REASONS, OR FOR THE GOVERNMENT, THEY MAY WAIVE THE RELMBUSSE. |
| IF ELIGIBLE UNDER THE TERMS OF HR 20- AS IT CAN BE ARRANGED AT GOVERNMENT CONVENING TOUR OF DUTY, PROVIDED YOU HAVE SERVED AT LE SERVICE OUTSIDE THE UNITED STATES. HOW LET UPON YOUR WILLINGNESS TO RETURN, AND CONTEM HETURN TO SERVICE OUTSIDE THE UNITED STATES COMPLETION OF AN ASSIGNMENT IN THE UNITED ST | EAST 18 MONTHS OF CONTINUOUS CHEDITABLE NYE AND HOWE LEAVE TRAVEL ARE CONTINGENT PLATION BY ACTIVE OFFICIALS THAT YOU WILL IMMEDIATELY AFTER HOME LEAVE OR UPON |
| YOU ARE ADVISED THAT ATT WONLES DUE YO LIQUIDATION OF ANY INDEBTEDUESS ARISING FROM AFFORDED ALL NORMAL RECOURSE IN APPEALING DE | |
| NAME OF IMPLOYEE Daniel Flores | 50 D |
| | DUTY ABROAD |
| Currently Gunyaquil, Ecuador and | Next Assignment: Lima Peru |
| 2. PERIOD OF SERVICE ARROAD AS PRESCRIBES IN A. B. ON C. DE | LOW |
| A. STANDARD TOUR OF DUTY OF 24 MONTHS X | C. NONSTANDARD TOUR OF OUTY OF WONTHS ACRESMENT. THIS TOUR CHUF FOR THE EMPLOYER SIGNING THIS ACRESMENT. (See HR 20-18) |
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| B. PHYSICAL DRELLING PLACE (Perma united address in tion 6 in ap | | | d Permanent Place of m 3) |
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| Washington, D | . c. | | |
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| · | • | CONCUR | 0071 |
| / / | - | DEPUTY DIRECTOR | """ |
| APPROVED | | APPROVED | |
| Pruty DIBECTOR | DATE | DIRECTOR OF PERSONNEL | DATE |
| 1.13 ins | 5.20.71 | | |
| | IY. HOME | LEAVE POINT | |
| RESIDENCE SHOWN ABOVE, IN-LAW, BROTHERS, SISTE 8. YOU MAY REQUEST FOR APP | HEADQUARTERS AREA RS, BROTHERS-IN-L ROVAL SOME OTHER I | ME LEAVE POINT ARE: YOUR PERM , AND WHERE YOUR CHILDREN, PAM AW, OR SISTERS-IN-LAW RESIDE, POINT SUBJECT TO THE PROVISION COMPANIED BY A MEMORANDUM EXPL | HENTS, PAPENTS- IS OF |
| P. DESIGNATION PER ITEM 7 ABOVE | | 10. DESIGNATION PER ITEM 8 ABOVE. | |
| FULL ADDRESS | | FULL ADDRESS | |
| | | | |
| 4505 Washington S Milwaukle, Oregon | treet | | |
| | | CONCUR | |
| | | DEPUTY DIRECTOR | CATE |
| Parents-in-law | TAVE POINT | | |
| VON APPROVED | | APPROVED | |
| EPUTY DIRECTOR | DATE | DIRECTOR OF PERSONNEL | SATE |
| U. Boms 4 | 5-20-71 | | |
| | EMPLOYEE (| ERTIFICATION | |
| I have read and u as described in this a | | ce obligations and travel ent | itlements |
| ICHAIURE OF EMPLOYEE | (-/) | DATE | |
| See Dispatch At | tached Land | | 0/71 |

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| RES | IDENCE AND DEPENDENCY REPORT | | | • | |
| AN OPERINAL OF THE FORM HILL BE FREGUTED TO THE INCOMMENTATION THOMS HELD A. TEMPO OF STREAMS AND LOCATOR PECONODY. THE PROPERTY AND LOCATOR PECONODY. TO THE FIELD IN THE C | CHANGE MAY BE REPORTED IN THE APPROPRIA S SIGNATURE AND DATE, WHEN EXCEPTING E THIS FORM WILL BE COMPLETED ONLY BY HEA | TE BLOCKS ! | TUQHTIN COMPLY | COMPLETING TO | |
| _ | GENERAL | | | | |
| DAME OF EMPLOYEE (Last) | (First) (Widdle) | SOCIAL SIC | UNITY N | UMBER | |
| FLORES | Daniel | 460-48- | - 6230 | | |
| 1, | MARITAL STATUS (Check one) | | | | |
| | SEPARATED DIVORCEO I | I DOWID | | ANNULLED | |
| IS MARRIED, PLACE OF MARRIAGE | | | | OF MARRIAGE | |
| Lim, Peru | www.magawayh. Magamaya gannoo maddy y Bing-manoddalagh wa haan gan gangi yo wa dagdiffeen niddy. Ino | | | llovember | |
| 19 DIVORCED, PLACE OF DIVORCE DECREE | | | DATE | OF BECAFE | |
| | l:Va | | | | |
| 2. | MEMBERS OF FAMILY | | | ·- | |
| SAME OF SPOURE | ADDRESS (No. ,Street, City, State, Zip Cod | | TELEPHO | NE NO. | |
| Dorothy A. Flores | The American Embassy, Limi, P | eru | | <u> </u> | |
| HAMIS OF CHIEDREN | ADDRESS. | | SEX | DATE OF BIRT | |
| Kendru Flores | (Same as above.) | | ¥ | 3 March | |
| | | | - | • | |
| NAME OF FATHER (Or male Avardien) | ADDRESS | | TELEPHONE NO. | | |
| Jose S. Flores | Pox 39, Conzales, Texas 786 | 29 | 512-672-6061 | | |
| BANF OF MOTHEN, INCLUDING MAIGEN NAME (OF Frauls guardian) | ADDRESS | | TELEPHONE NO. | | |
| Agustina Flores (Deceased) | | | | | |
| PHAT MEMBER'(S) OF YOUR FAMILY IF ANY, HAS B | FEN TOLD OF YOUR AFFILIATION WITH THE OF | IGAN I ZAT I ON | IF CON | TACT IS RE- | |
| Mr. Lonnie G | . Bruce | | | | |
| OTHER RELATIVES WHO ARE DEPENDENT UP | | | HEET OT | HER REQUIRE- | |
| AME | DATE OF BIRTH | | RELATION | 15H1P | |
| · · | | - | | | |
| 2222 | | 550545 | | | |
| PERSON RESIDING | IN U.S. TO BE NOTIFIED IN CASE OF EM | HELATION | ***** | | |
| | , | brother | | | |
| Mr. Lonnie 3. Bruce OME ACCURES (No., Street, City, State, Zip Code |) AND NAME OF EMPLOYER, IF APPLICABLE | HOME TEL | | | |
| | | l l | | | |
| 973 E. Wilnut St., Seguin, Textiness accours (No., Street, City, State, Zip) | CODE) AND NAME OF EMPLOYER, IF APPLICABL | LOUSINISS | TELEPHO | NE & EXTENSIO | |
| S THE INDIVIOUAL NAMED ABOVE MITTING OF YOU remains for he helieves you work for.) | R AGENCY AFFEL PATIGHT (IT "No" give name | and addre | ** 0/ | х | |
| | | | | 40 | |
| S THE INDIVIDUAL AUTHORIZED TO MAKE DECISION IN PROPERTY OF THE STATE OF PRISON, If any, who | NS ON YOUR BIHALF IN THE EFFNT YOU ARE can make such decisions in case of eme | INCAPABLE? | (1f "No | • | |
| Borothy A. Flores The Americ | an Esbassy Lima, Peru | | | •• X | |
| DOPOCTY A. PIOTES THE MAS BEEN D | | 11 404001 | 1 "No" | - X | |
| spisin why in item 6.) | | | | . 40 | |
| persons named in item 2 or 3 above may a FARLE BECAUSE OF HEALTH OR OTHER REASONS, | iso be notified in case of emergency. | F SUCH NOT | TIFICATIO | ON IS NOT DE- | |
| FIRE BECAUSE OF HEALTH ON OTHER REASONS, | PLEADE 30 DIAIE IN 11174 D CR THE MEYENS | C SIUL UP | MIS FUR | 7. | |

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| D. VOLUMENTS IN the handling of employee emergencies has above that the absence of certain emerged data often declars and complicates the settlement of estate and financial matters. The information requested in this settlement of estates and financial matters. The information requested in this settlement may prove very useful to your family or extense, and terms in the empt of your disability or death and will be disclosed only when circumstances parton. The Richard instructional Ramb, Februal Office, 1750 Pennsylvania livenum, when it reasons are cased. The Richard Ramb, Februal Office, 1750 Pennsylvania livenum, when it reasons are cased. The Richard Accounts were made to the northwest receivant cased of the pennsylvania livenum, which is the pennsylvania livenum, which is a country to the pennsylvania livenum, which is a country to the pennsylvania livenum, which is a country to the pennsylvania livenum, which is a country to the pennsylvania livenum, which is a country to the pennsylvania livenum, which is a country to the pennsylvania livenum, and address to the pennsylvania livenum, and address to the pennsylvania livenum, and address to the pennsylvania livenum, and address to the pennsylvania livenum, and address to the pennsylvania livenum, and address to the pennsylvania livenum, and address to the pennsylvania livenum, and address to the pennsylvania livenum and address to the pennsylvania livenum and address to the pennsylvania livenum and address to the pennsylvania livenum and address to the pennsylvania livenum and address to the pennsylvania livenum and address to the pennsylvania livenum and address to the pennsylvania livenum and address to the pennsylvania livenum and address to the pennsylvania livenum and address to the pennsylvania livenum and address to the pennsylvania livenum and address to the pennsylvania livenum and address to the pennsylvania livenum and address to the pennsylvania livenum and address to the pennsylvania livenum and address to the pennsylvania livenum and address | | |
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| 11. PREFERENCE FOR NEXT ASSIGNMENT: |
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| IFA. OFTCHIEF BRIEFLY THE TYPE OF WORK YOU HOULD PREFER FOR NEXT ASSIGNMENT IF DIFFERENT FROM THAT INDICATED IN ITEM NO. 9 ABOVE. IF YOU HAVE MORE THAN ONE PREFERENCE, INDICATE YOUR CHOICE. |
| I would like a position of increased responsibility, preferably as a Case Officer for Soviet Operations in Latin America. If this is possible I would like to take the Soviet Operations Course at Headquarters prior to my next assignment. |
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| 118. INDICATE IF YOU DESIRE TO EXTEND YOUR CURRENT TOUR BY CHECKING IN APPROPRIATE BOY. ALSO INDICATE PREFERENCE FOR NEWT REGULAR ASSIGNMENT BY INSERTING 1. 2. & 3 (for let, let, and let choice) IN MEMAINING BOXES. COMPLETE ALL ALTERNATE CHOICES AND OPTIONS IN ALL CASES EVEN THOUGH YOU ARE REGUESTING AN EXTENSION OF YOUR TOUR. |
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| TO BE COMPLETED BY FIELD STATION |
| 18. IN CONSIDERATION OF THE EXPERIENCE AND PERFORMANCE OF THE EMPLOYEE AND HIS PREFERENCE FOR NEXT ASSIGNMENT. |
| It is believed that this officer's performance at his present post of assignment has provided sufficient indication of his competence as a field case officer, and that he sould have no problem filling a Soviet Operations Officer slot at a medium sized field installation. He should attend the Soviet Operations Course prior to such assignment. |
| TO BE COMPLETED BY APPROPRIATE MEADQUARTERS OFFICE |
| 18. IN CONSIDERATION OF THE EXPERIENCE AND PERFORMANCE OF THE EMPLOYIE. HIS PREFERENCE FOR NEXT ASSIGNMENT. AND THE STAFFING REQUIREMENTS OF YOUR COMPONENT, INDICATE YOUR COMPONENT'S RECOMMENGATION FOR HIS NEXT ASSIGNMENT AND TRAINING. |
| WH Division has selected Mr. Flores for assignment to Lima in |
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| DATE Mas 12 HILL C/WIL/Pers SIGNATION N. T. Burthuld |
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MEMORANDUM FOR: Secretary, CSCS Panel (Section C)

SUBJECT

Reconmendation for Promotion to Grade

GS-10, Daniel Flores

1. It is recommended that Mr. Daniel Flores be promoted from GS-09 to GS-10.

- 2. Mr. Flores joined the Agency in 1962; initially he was employed on a part-time basis in the Wil Division while attending the American University. He received his AB degree in 1907 and became a full-time staff employee. On the strong recommendation of his supervisors, Mr. Flores was accepted for the Career Training Program which he completed in August 1908. After rejoining the Mi Division, he was selected for assignment as an operations officer at the Guayaquil Base where he arrived in May 1969. Hr. Flores is bi-lingual in Spanish.
- 3. Both as a Headquarters and field operations officer Mr. Flores has carried out his assignments with intelligence, enthusiasm and initiative. As the Guayaquil Base officer in charge of Communist penetration operations, his performance has been of high caliber. In August 1969, during the forced absence of the Chief of Base and other senior officers, Mr. Flores assumed the full responsibilities for running the base for a period of several weeks. He performed the duties of Acting Chief of Base in a superior ranner. In addition to his operational competence, the Guayaquil Chief of Base has observed that Ar. Flores' ability to develop social relations with case has been a distinct asset for the Base.
- 4. Mr. Flores has already proven to be a competent operations officer. As he further develops through experience and responsibility he should become eligible for rapid advancement. In any case he is already performing at a level far higher than his current grade and a promotion at this time is strongly recommended.

William V. Broo Chicf western demisphere Division

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CONFIDENTIAL (When filled in)

IMPORTANT

Central Processing Branch has been charged with responsibility for ensuring that all employees processing PC3 to the field have reviewed the field version of the Employee Conduct Handbook. You will not be checked out for your proposed travel until you sign the following statement and return it to CPB. Your Personnel Officer can provide you with a copy of the Handbook.

MEMORANDUM OF UNDERSTANDING

I hereby acknowledge that I have read and understand the contents of Field Handbook 20-4, Employee Conduct, dated 23 October 1964.

Signature

DANTEL PLOPES

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Group 1 - Excluded from automatic downgrading and declassification.

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| AUSE OF HEALTH OR OTHER REASONS, P | CONTINUED ON R | | | | | -1 |

14-00000

CONFIDENTIAL (When Filled In)

| 5, | VOLUNTARY ENTRIES |
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| cates the settlement of estate and finan | emergencies has shown that the absence of certain personal data often delays and compli- cial matters. The information requested in this section may prove very useful to your fami or death and will be disclosed only when circumstances wairant. |
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| Riggs Notional B | ank : Daniel and Dorethy A Flores |
| | Enn. Hocuses Washington D.C. |
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| But may lession | RHEY? [YES [Y] NO. (11 "You", who possess the power of attorney)) J / Perve |
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riple

Supplement to Staff Employee Personnel

| Action | for | Integration o | ď | Daniel Plores |
|--------|-----|---------------|---|---------------|
| | | | | _ |

Effective 10 April 1969

The purpose of this memorandum is to set forth existing policies of concern to you while integrated and to reiterate certain rights and obligations which derive from your true 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 **68-9 \$8744.00** per annum, you will accept cover employment with another instrumentality of the Government (hereinafter referred to as "your cover facility") effective as of **10 April 1969**. 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 as a **FSR-7** at a salary of **\$8153.00** per annum. You are prohibited, except as specifically authorized herein, from retaining emoluments paid by your cover facility.
- 2. It is understood and agreed that the minimum period of your overseas tour of duty is governed by and coincident with the prescribed tour of duty of your cover organization. Currently, your prescribed tour consists of a period of two (2) years from the date of your arrival at your overseas post of duty. Your assignment may be terminated earlier for the convenience of 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 Government 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 Government 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

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regulations of your cover facility except when you are directed for operational reasons to perform travel in accomiance with the regulations of this organization.

- 4. Salary and allowances raid by your cover facility shall be retained by you to the extent that they do not exceed the malary and allowance payment due you on the basis of your grade level with this organization. If such cover payments are less than the amount due you, the difference will be paid to you by this organization. If such cover payments exceed the amount due you, the excess amounts will be remitted to this organization at intervals to be designated by the Office of Finance. Computations hereunder will be based on the aggregate gross amounts due and received. That portion of retirement contributions withheld by your cover facility which exceeds the retirement contributions applicable to your organization salary will be deducted from the gross amount of the overpayment. Upon integration, the payroll office of this organization will establish the date on which you would normally receive a regular step increase from your cover fasility. Failure to report a grade promotion received from a cover facility ites cause errors in processing regular step increases. Regular step increases, incorrectly processed in such manner, should be reported immediately to this organization. To eliminate this problem, any grade promotion received from a cover facility will be reported immediately by you to this organization's payroll office through channels showing both the old and the new rate and the effective date. All salary difference payments and adjustments will be reflected on earnings statements.
- 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 integrating into your cover facility you will continue to be covered by the particular retirement system in which you are a participant as an employee of this organization. Salary received from your cover facility and any salary differences payable by this organization will be subject to appropriate retirement contributions.
- b. Appropriate Federal income tax withholdings shall be made from taxable income received from both your cover facility and this organization. Additionally, while serving in the United States, withholdings shall also be made for District of Columbia or State income tax, when applicable. You may claim reimbursement for excess income taxes paid on overt tax returns by reason of taxable income from your cover facility exceeding the taxable income due you as an employee of this organization.

- c. 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 termination of your integration, your unused annual leave, sick leave, and home leave will be transferred to your credit with this organization and your leave record will be reconstructed as of the beginning of the leave year in which you return to this organization, as explained in the Handbook on Leave for Special Situations. Serving in an integrated capacity does not permit the carryover from one leave year to another of an annual leave balance which exceeds the ceilings authorized by regulations of this organization and the Federal leave law. If security conditions require that your cover facility make a lump-sum payment for accrued annual leave, upon your "resignation" you will be required to pay the gross amount thereof to this organization, including any income taxes withheld by your cover facility in order to receive credit for such annual leave.
- 6. You will be required to keep forever secret this agreement and all 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, as amended, and other applicable laws and regulations. The termination of your employment with this organization will not release you from the obligations of any security oath you may be required to take.

UNITED STATES GOVERNMENT

Personnel Office

ACCET COMMO

1535c :::::::

SECRET .

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ELECTION, DECLINATION, OR WAIVER OF LIFE INSURANCE COVERAGE

FEDERAL EMPLOYEES GROUP LIFE INSURANCE PROGRAM

IMPORTANT AGENCY INSTRUCTIONS ON BACK OF ORIGINAL

| TO | COMPL | .ETE | 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.

14-00000

| 2 | FILL IN THE IDENTIFYING INFORMATION BELOW (please print or type): | | | | | | | | | |
|---|---|---|--|--|--|--|--|--|--|--|
| 4 | Flores Do EMPLOYING DEPARTMENT OR AGENC | nie 1 4 August 1735 460 48.6230 | | | | | | | | |
| | | | | | | | | | | |
| 2 | MARK AN "X" IN ONE OF | THE BOXES BELOW (do NOT mark more than one): | | | | | | | | |
| J | Mark here | ELECTION OF OPTIONAL (IN ADDITION TO REGULAR) INSURANCE | | | | | | | | |
| | want BOTH optional and regular insurance | I elect the \$10,000 additional optional insurance and authorize the required deductions from my salary, compensation, or annuity to pay the full cost of the optional insurance. This optional insurance is in addition to my regular insurance. | | | | | | | | |
| | Mark here | DECLINATION OF OPTIONAL (BUT NOT REGULAR) INSURANCE | | | | | | | | |
| | of you DO NOT WANT OPTIONAL but do want regular insurance | I decline the \$10,000 additional optional insurance. I understand that I cannot elect optional insurance until at least I year after the effective date of this declination and unless at the time I apply for it I am under age 50 and present satisfactory medical evidence of insurability. I understand also that my regular insurance is not affected by this declination of additional optional insurance. | | | | | | | | |
| | Mark here | WAIYER OF LIFE INSURANCE COVERAGE | | | | | | | | |

SIGN AND DATE IF YOU MARKED BOX "A" OR "C". FOR EMPLOYING OFFICE USE ONLY COMPLETE THE "STATISTICAL STUB" THEN RETURN THE ENTIRE FORM TO YOUR EMPLOYING OFFICE

It desire not to be insured and I waive coverage under the Federal Employees Group Life Insurance Program. I understand that I cannot cornel this weiver and obtain regular insurance until at least 1 year after the effective date of this weiver and unless at the time apply for insurance I am unders age to and present satisfactory moder evidence of insurablinity. I understand also that I cannot now or later have the \$10,000 additional

of you WANT NEITHER regular nor **Optional** insurance

S-E-C-R-E-T

- TRAILING REFORT -

Operational Interrogation Course No. 2-69 (Full time - three weeks) 4 - 22 November 1968

Student: Flores, Daniel

Office: WH

Grade : 08

14-00000

EOD : Mar 62

Number of Students Enrolled: 9

Service Designation: D

COURSE OBJECTIVE

To teach the student to interrogate and to manage interrogation.

RATING

Class Performance : Satisfactory

Interrogation Aptitude: Average

GENERAL CLASS PERFORMANCE

Excellent: 3

Satisfactory: 6

Unsatisfactory: 0

GENERAL CLASS APPITUDE POR INTERROGATION

High: 2

Average: 6

FOR THE DIRECTOR OF TRAINING:

27 DEC 1958

Chief Instructor

6-E-C-R-E-T

| TRAINING REPORT OPERATIONS COURSE | Course No. 00-1-3/4-68 | | No. of 5 | tudents Finished | Dates of | - |
|---|---|--|--|--|--|---|
| (FULL TIME) | , | | -1 | 'io | 16 Augra | 11 1100 |
| NAME OF STUDENT | STUDENT IDENTII | | DATE | OFFICE | CS | BL |
| FLORES, Daniel | 173% | March 18 | · · · · · · | CTP | 60 | EJ |
| | PERFORMANO | E EVALUATI | ON | | | |
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| A - Adequate | Hes schieved th | | | | actory, ch | aracte: |
| P - Froficient | More than satis ficiency. This "average" on ou | rating may | y be interp | | | |
| S - Strong | Exceptional pro tive, originali the case office | ty, and an | exceptiona | l student i | understand | |
| O - Outstanding | Performance is the work and in doing similar w | comparison | n to the per | rformance c | of other s | |
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| INTELLIGENCE AND OPERATI | ONAL INFORMATION F | EPORTING | | | Р | |
| CLANDESTINE SERVICES OPE | HATIONAL PROGRAMS | | | | p | <u>ـ ـ ـ ـ ـ ـ ـ ـ ـ ـ ـ ـ ـ ـ ـ ـ ـ ـ ـ </u> |
| The trainee also re including the use of a 3 and in the use of S/W an given general familiariz and authentication, obse This rating corresp accurately reflects the takes into account every effectiveness. This ret which the instructors fe area service in the Clan | 5mm camera and in dagent radio commation on such subj rvation and sketch onds to the statem atudent's level of thing about him whing is a reflectional that the student of that the student of the student of that the student of that the student of | darkrocm punications ects as su ing. ent which a performan ich influes n of the da | rocedures; systems. rreptitious most ce and nced his exer to | in audio-si In addition entry, doc | orveilland n, he was cumentation RAIL SMARCE | ee, on |
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| WEAK O ADEL WATE | O PROFICIENT | 40 8 | • | CUTTITA | udino 🧾 | 1 |

S-E-C-R-E-T

LARRATIVE COMMENTS

Significant strengths and weaknesses and their relationship to overell performance in the Operations Course. This section amplifies and explains. as necessary, the rating letters given above.

Mr. Flores' overall performance in this course was at the high proficient level. He is a very friendly and personable individual who put forth a good deal of effort to do well in the course. Mr. Flores takes a very practical approach to solving problems and his attitude throughout the course was excellent.

Mr. Flores acquired a good understanding of the principles and techniques of Clandestine Services operations, and in problems requiring face-to-face encounters with simulated agents in the live exercises he came through as a very friendly and personable individual. He was particularly effective in debriefing situations and demonstrated flexibility in meeting the problems that arose during the simulated agent meetings.

Mr. Flores demonstrated a good understanding of Claudestine Services programs in Foreign Intelligence, Counterintelligence and Covert Action. His performance was graded strong in handling of a simulated walk-in defector, and in a Counterintelligence case study and a Covert Action case study his understanding and analyses were judged highly proficient. He received a rating of adequate in photography.

Mr. Flores has good writing skills and acquired a thorough understanding of intelligence and operational reporting procedures and formats of the Clandestine Services. His intelligence reports were consistently complete, accurate and clear. His operational reports suffered occasionally from weak organization, and on one occasion he had difficulty distinguishing operational from intelligence information; but his reports were generally complete and accurate and showed a sound : understanding of operational reporting requirements.

Mr. Flores is a personable and intelligent individual who got along very well with his colleagues and with the instructors. With his excellent attitude and strong desire for a career in the Clandestine Services together with his willingness to work hard, Mr. Flores should have little difficulty in developing into an effective case officer as he gets greater experience.

FOR THE DIRECTOR OF TRAINING:

Chief Inggructor

23 August 1968

B-E-C-H-E-T

TRAINING REPORT

Operations Course, Phase II-3-68 (416 hours, full-time)

4 March - 3 May 1968 (Date)

Student

FLORES, Daniel

Office

: CTP/OTR

Year of Birth:

1935

Service Pesignation: BJ

Grade : GS-07

.

No. of Students: 60 Began; 60 Finished

EOD

March 1962

COURSE OBJECTIVES:

The course is designed to prepare junior clandestine services officers for duties related to the conduct of Special Operations. Upon completion of training, the officer will be capable of developing and implementing actions which will contribute to the elimination of subversive insurgency in the underdeveloped area of the world in furtherance of U.S. policy. He shall also be capable of developing plans for the conduct of Special Operations in support of United States military operations in wartime; and will be able to plan for the use of special ground, air, and maritime operations in direct support of other intelligence activities.

ACHIEVEMENT RECORD:

The performance rating and narrative comments below are derived from a synthesis of all observations and evaluations submitted on each trainee by the instructor staff. Student rating is indicated by the asterisk.

INCOMPLETE O

ADEQUATE O

PROFICIENT + 48

STRONG 12

NARRATIVE COMMENTS:

Mr. Flores is a self-sufficient, steady worker, who demonstrated an excellent ability to adapt himself to the various training situations. His proficient performance during Operations Course, Phase II-3-03 did not fluctuate appreciably from beginning to end.

Mr. Flores was always mentally alert, receptive to instruction and responsive to instructional exercises. He cheerfully accepted all responsibilities, consistently produced satisfactory results, and appeared to demonstrate a sense of pride in his accomplishments. His conscientious effort, sincerity, and cooperative attitude enabled him to develop a sound working relationship with his colleagues.

Continued on Page 2

TRAINING EXPORT

Operations Course, Phase II-3-68 (416 hours, full-time)

4 March - 3 May 1968

Student

: FLORES, Daniel

Office

: CTP/OTR

Service Designation: 8J

NARRATIVE COMMENTS (Continued)

Of noteworthy mention was Mr. Flores' pleasant, industrious performance throughout the Jungle Environmental Training in Panama. He established a cheerful environment for his colleagues and completed assigned responsibilities with enthusiasm, determination and cooperation. His sustained high-level performance and ability to adapt to the terrain earned him the respect and appreciation of his classmates.

The degree of performance attained in the course indicates Mr. Flores has gained a sound familiarization of the Special Operations activities, responsibilities, skills, and concepts.

FOR THE DIRECTOR OF TRAINING:

Chief Instructor, operations Course, Phase II

2

S-E-C-R-E-T

TRAINING REFORT

NAME OF TRAINEE: Flores, Daniel CCURSE: CS RECORDS II

(Bicgraphic Research)

DATE : 9 - 16 May 1968

DOB: 1935 3D: SJ

OFFICE: CTP GS: 07

HCURS: 30 - part time

OBJECTIVES

1. To provide briefing in the C3 requirement for bicgraphic research, the importance of this research in the investigative process, and in the importance of the role of the bicgraphic researcher.

2. To provide instruction in the nature, content and means of access to repositories of biographic information in the CS and other elements of the Agency and the community.

3. To introduce the concept of research and investigation and the processes involved therein, and to provide practical work in research as done at headquarters.

4. To alert the students to the nature of analysis in producing finished reports of biographic research.

5. To provide practice in writing the report of biographic research.

METHOD OF INSTRUCTION

The course is presented by means of lecture, discussion and demonstration. More than fifty percent of the class time is devoted to an exercise in biographic research, an exercise in analysis of the materials recovered, and preparation of a report of the research.

ADJECTIVAL RATINGS USED IN THE TRAINING REPORT

EXCELLENT Student demonstrated unusual competence in achieving the course objectives. His understanding of the course content was unusually thorough and perceptive. Where

skills were taught, he demonstrated particular facility

in their use.

SATISFACTORY Student's achievement of the course objectives was competent. He demonstrated good understanding of the course content. Where skills were taught, he demon-

strated basic facility in their use.

UNSATISFACTORY Student did not demonstrate adequate competence.

Although he may have made some progress, he fell
short of the minimum standards for achievement of
the course objectives.

SECRET

NARRATIVE RATING OF ACHIEVEMENT:

Mr. Flores showed considerable ability and experience in his handling of the practical problem. He should have no trouble in doing work of this kind with a minimum of supervision.

Overall adjectival rating of achievement:

Satisfactory 1

Overall adjectival ratings of achievement of all employees in the course:

EXCELLENT:

2 SATISFACTORY:

14 UNSATISFACTORY:

Attendance at this course does not provide the student with operational knowledge and background sufficient to qualify him as an independent researcher, capable of making operational judgments.

NOTE: CS Records I (Introduction to Records) is a prerequisite for this course.

FOR THE DIRECTOR OF TRAINING:

2 4 MAY 1968

Date

Charles H. Schafer

Chief Instructor

- 2 -

SECRET

| | | | | (When Pi | iled (n) | | | | | | |
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| FLORES, Daniel | | | | 35 | Mar | 1962 | | СТР | | 07 | SJ |
| | | | | KEY TO | RATINGS | | | | | | |
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| O - Outstanding | Perform | ance is | *** **** ** ** ** ** ** | ional in | relation | to requir | ementa | and in compariso | | | |
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S-E-C-R-E-T

FERFORMANCE RECORD

The Challenge of World-Wide Communism

CT Class 12 FSV = 1 " p 10 P

Course Pescription

A. Statement of Objectives

- The student should recognize the challenge confronting the United States and the free world posed by the objectives, activities, and capabilities of World-Wide Communism.
- 2. The student should schieve a knowledge of the doctrine, organization and tectics of free-world Communist parties; and, similarly, of the capabilities, the policies, and the problems of the USSR and the People's Republic of China.

B. Course Method

- Approximately one-half of the course is devoted to lectures, one-fourth to seminars, exercises and demonstrations, and onefourth to individual study.
- Student achievement is judged on the besis of performance in one written examination and perticipation in seminars and exercises.

| NAME | Flores, Errich | |
|------|---------------------|-----------------|
| Writ | ten Work | |
| | Examination | Progression and |
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| Comm | ent: | |

GRCUP I
Excluded from automatic
downgrading and
decimalification

3-E-C-R-K-T

THAIRING REPORT

OPERACIONS PACILLY REPAIRS OCCURRED TO . 2-68

2 Jan. - 26 Jan. 1968

(152 hours, full-time)

: FLORES, Doniel

AVICE

· CIP

YEAR OF STRIE: 1935

SERVICE DESIGNATION: SJ

GRADE

: G3-07

FIRESS OF STUDENTS : 114 Began

BOD DATE

STUDZIT

14-00000

: March 1962

114 Finished

COURCE CAUTOTIVE AND CONTENT

The Operations Familierization Course is a four-week course designed to provide the student with an understanding of the Clandestine fervices programs, operational methods and reporting techniques. "Operational sits given the basic elements of tradecraft, the fundamentals of operational and invalidance information reporting, and the Foreign Intelligence, Counterintelligence and Owert Action programs of the Clandestine Services. General orientation is also provided in special operations and staff communications.

METHODS

The instructional methods used included class discussions, lectures, films demonstrations, practical exercises and case studies. Practical exercises were conducted in operational and intelligence information reporting, surveillance, casing, handling of valk-in defectors and planning for, secting and debriafing an agent. The operational programs of various Clandestine Services Divisions were discussed by representatives of the respective Readquarters components.

BIALUATION OF PERFORMANCE

The student's rating is based on understanding of the material presented as demonstrated by his participation in class discussions, the preparation of intelligence and operational reports, the application of operational principles in the practical exercises and the grade received on a comprehensive written extaination given in the final week of the course which covered all areas of course content. Other factors considered in determining the final rating were the student's interest, attitude and preparation for assignments. The number of students receiving each adjectival rating on overall course parformance is shown below. This student's rating is indicated by an asteriek. Explanticy surrative comments are included with a rating of ADEQUATE or STREED. When considered partisent by the training staff, comments may also be included with a PROFICIENT (average) rating.

| UNSA | TISPA | CTORY | STAUGEDA |
|------|-------|-------|----------|

* PROFICIES?

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87

Mr. Flores' overall performance in the course was at the solid proficient level. It should be noted that he demonstrated a particularly good attitude throughout the course. He took full advantage of the training offered to increase his knowledge of the Clandestine Services.

FOR THE SERVICE OF TRAINING

-

. S.C. 8-4-1

9 Feb. 1963

S-E-C-R-E-T

ORIENTATION TO INTELLIGENCE FOR CT'S (Class of December 1967)

nuration: 11-22 December 1987

(30 hours, full time)

YEAR OF BIRTH: 1935

Daniel FLORES

OFFICE

. .

GRADE : GS-07

SERVICE DESIGNATION: SJ

EOD

STUDENT

March 1962

NUMBER OF STUDENTS: 88

COURSE UBJECTIVES - CONTENT AND HETHODS

In the Orientation to Intelligence Course the objectives are: (1) to instruct the student in the basic concepts and terminology of Intelligence; (2) to describe the history of U.S. Intelligence and the current role of intelligence in the national security structure; (3) to outline the composition and mission of the intelligence community, noting the Agency's significant role therein; (4) to define the mission of CIA in supporting the DCI and to identify the functions of the Agency's major components, particularly in the collection, production, and dissemination of intelligence; and (5) to identify and discuss major problems facing the Agency. The area surveys and "Articulating the United States" elements of the course are designed to introduce the students briefly to some of the intelligence problems presented by major regions of the free world and to stimulate thought about the American way of life and its relationship to these areas.

Instructional techniques include lectures given by members of the Orientation and Briefing Faculty, guest speakers from Agency components, seminars, directed reading, review exarcises, training films, and intelligence exhibits.

ACHIEVEMENT RECORD

The individual student evaluation is based on his score achieved on a written examination given at the conclusion of the course. This test, consisting of 100 items, covered all major aspects of the course content. The rating assigned to this student is:

PROFICIENT

The evaluation system used was as follows:

0 = Outstanding - 0-3 wrong S = Strong - 4-8 wrong

P = Proficient = 9-15 wrong

A = Adequate = 15-25 wrong
W = Weak = 26- wrong

FOR THE DIRECTOR OF TRAINING: Laurelies C. Bases Co. 8 January 1968
Chief, Urientation & Brieffing Faculty
Date

S-E-C-R-E-T

CACO F Example 20 September 2 September 20 September 2 September 20

26 October 1967

MEMORANDUM FOR: Daniel Flores

THROUGH

Executive Secretary

C3CT Selection Board

SUBJECT

: Application for Unrear Training Program

- 1. I am pleased to inform you that you have been accepted for the Career Training Program. Let me congratulate you and wish you the maximum profit and pleasure from your proposed training.
- 2. You will remain with your present Component until the beginning of the next Integrated Training Program, to begin 11 December. At that time you will be reassigned to the CTP T/O where you will remain until your training has been completed.
- 3. Should you have any further questions, do not hesitate to call on the Program Officers.

ROBERT B: FREEMAN Chief, CTP

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| ٤, | | MILITARY STATUS QUESTIONNAIRE (READ INSTRUCTIONS ON REVERSE SIDE) | | | | | | | | |
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| REMARKS | | | | | | | _ |

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CONFIDENTIAL, (when filled in)

MEMORANDUM OF UNDERSTANDING

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

Signature

18 Mars L1962

CONFIDENTIAL

STANDARD FORM 61
RESISTED JUNE 1917
U. S. CIVIL SERVICE FOMMISSION
F. P. W. CHAPTER AS

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APPOINTMENT AFFIDAVITS

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

| the attache | ed information for ap | opointee | • |
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| CENTRAL DITELLIGENCE AGENCY | WASHI | HUTON, P. C. | • • |
| (Department or agency) | (Bureau or division) | (Place of employment) | ! |
| I, FLORES, DANIEL | ************************* | , do solemnly swear (or a | affirm) that— |
| A. OATH OF OFFICE | | | • |
| I will support and defend the Constit domestic; that I will bear true faith and without any mental reservation or purpo- duties of the office on which I am about | allegiance to the saise of evasion; that I | me; that I take this oblig will well and faithfully d | gation freely |
| B. AFFIDAVIT AS TO SUBVERSIVE ACTIVITY | | | : |
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| D. AFFIDAVIT AS TO PURCHASE AND SALE I have not, nor has anyone acting in sideration for or in expectation or hope of | my behalf, given, tr | ansferred, promised or pu in securing such appoin | id any con- tment. |
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DECLARATION OF APPOINTEE

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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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Experience in the handling of employed energencies has shown that the absence of certain personal data often delays and complicales the settlement of estate හත් liamonal motters. The information requested in this section may prove very useful to your family or ottorney in the event of your diamonals අතර කත් හෝව be disclosed only when circumstances warrant. PANK OF CHAIRMAN, PORTIONS ORE, RANIEL OF DIRECTLY H. SUREL PROVIDED AND THE NAME OF H. SURELLAND ORE, BANIEL OF DIRECTLY H. SURELLAND ORE, BANIEL OF DIRECTLY H. SURELLAND HAVE YOU COMPLETED A LAST WILL AND TESTAMENT! [] YES [X] NO. (If "Yes" where to document located") HAVE YOU PREPLANNED AN ARRANGED STARMANHIP OF YOUR CHILDREN IN CASE OF COMMON DIRASTER TO BOTH PARENTS!

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| REQUEST FOR MEDICAL E | VALUATION | 28 July 1976 |
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| Flores, Daniel DOB: 4 August 1 | 935 a Position files Instructor | GS-12 |
| OTR/FTD/OTB | | 5191 |
| | USE OF EVALUATION | |
| PRE-EMPLOYMENT | MDQ9/TDY OVERSEAS ASSIGNMENT | |
| ENTRANCE ON DUTY | STATION | |
| TDY STANDBY | TOY OR PCS | |
| SPECIAL TRAINING | TYPE OF COVER | ACCOMPANY |
| ANNUAL | NO OF DEPENDENTS' RI | PONTS OF MEDICAL |
| RETURN TO DUTY | RETURN FROM OVERSEAS | |
| PITNESS FOR DUTY | STATION | · |
| MEDICAL RETIREMENT | NO, OF DEP. 8 | |
| | | |
| OVERGEAS PLANNING EVALUATION (One block most be obserted) | 9. REQUESTING | OFFICER |
| YES | BIGHATURE (C) | jayreal |
| No | Phronsie Andoynes | 5101 |
| Destination: World-Wide | | |
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| WEFORT OF EVALUATION | | |
| MEFORT OF EVALUATION Oualified for TDY Standby until | l 1 August 1978. | |
| | 1 August 1978. | AFF |

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| VERSEAS PLANNING EVALUATION (One block must be checked) | 9. REGI | JESTING O | FFICER | |
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| REQUEST FOR MEDICAL EV | /ALUATION | 10 Mar 75 |
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| Z. TANNE (Close, Ford, Woldle) | 3 Position tits | 4 GRADE |
| Flores, Daniel (NMN) | (4-35 Ops Off | icer GS-12 |
| DDO/LA/COG | | 7265 |
| | SE OF EVALUATION | |
| PRESEMPLOYMENT | HDQS/TDY OVERSEAS ASSIGNMEN | · |
| ENTRANCE ON DUTY | ETD | |
| | STATION | |
| XX TDY STANDBY | TOY OF PCS | |
| SPECIAL TRAINING | NO. OF DEPENDENTS | TO ACCOMPANY |
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| RETURN TO DUTY | RETURN FROM OVERSEA | \s |
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| O'ZERSEAS PLANNING EVALUATION (Use block must be checked) | 9. REQUEST: | NG DEFICER |
| | SIGNATURE Kathy Hell Kath Hill. | LA/Trng |
| No | ROOM NO & BUILDING | EXT. |
| | 3D5317 Hos | 7431 |
| CCMMENTS . | | |
| | | |
| REPORT OF EVALUATION | | |
| Disposition deferred until subject | | |
| | BIGNATURE FOR CHIEF OF MEDICAL | į i |
| 1 April 1975 | William T. Golder | , 048/Registrar |
| 259 Epitima | ECRET FRANK | (20) |

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| 1. NAME (Lost, First, Widdle) | 460-48-6230 | 2 DATE OF S | | 1 | GRADE GS-10 | |
| Flores, Daniel | | | | | | |
| 4 OFFICE, DIVISION, BRANCH (O | r overseas station and talenteed) | 5. PRESENT P | | •. | EMPLOYEE EXTENSION | |
| DDP/WH/Guayaquil | (Stato) | 0370 | | | 7431 | |
| 7. PROPUSED STATION | | 8. PROPOSED POSITION (Title, Number, Grade) | | | | |
| Lima, Peru | | | 0111cer/6 | | | |
| 9. TYPE OF COVER AT NEW STATIO | 10. ESTIMATED DATE OF 11. NO. | | | EPENDENTS TO | | |
| State | | Sept 7 | 1 | two | | |
| 12. COMMENTS | | | | | | |
| Mr. Flores' Sp: | e appointments we | s are nat | ive read | ing and | high | |
| speaking which | more than meets | the langu | iage requ | irements | of | |
| intermediato re | eading and speaki | | | / | ek. | |
| | | , (3, | 53737 | | max 11 | |
| 13. DATE OF REQUEST | 14 ST GHATURE OF REQUESTIN | G OFFICIAL | 15. ROOM NUMB | ER AND BUILD | | |
| 11 Mar 71 | Joan Wright | | 3D 530 | 9 Hqs | 7431 | |
| 18. OFFICE OF SECURITY DISPOSITION | | | | | | |
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| | · · | | , | | | |
| 19. GVERSEAS CANDIDATE REVIEW PAR | IEL DISPOSITION | 1 : | 5 JUN 1971 | | | |
| | PIED POR PROPOSED ASS | £ (() | | | | |
| - | REQUEST FOR PCS OVE | RSEAS EVAL | UAT I ON | · | | |

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SECRET (When tolled In) LUATE OF REGUES! REQUEST FOR MEDICAL EVALUATION 11 Mar 71 2 NAME GOOD Frest, Vollage POSITION TITLE 4. GRADE Flores, Daniel (Dependents of) G8-10 Ops Officer S OFFICE CIVISION, BRANCH 6. EMPLOYEE'S EAT. DDP/WH/Quayaquil 7431 T PURPOSE OF EVALUATION HDQS/TDY A OVERSEAS ASSIGNMENT PRE,EMPLOYMENT September 1971 ENTRANCE ON DUTY BIATION Lima, Peru TOY OR PCS TOY STANDBY TYPE OF COVER State SPECIAL TRAINING HO OF DEPENDENTS TO ACCOMPANY Two NO OF DEPENDENTS' REPORTS OF MEDICAL HISTORY ATTACHED ANNUAL RETURN FROM OVERSEAS RETURN TO DUTY FITNESS FOR DUTY STATION NO OF DEP.'S MEDICAL RETIREMENT B REQUESTING OFFICER B OVERSTAS PLANNING EVALUATION (Une Hark mad to checked) BIGNATURE X YES Joan Wright BD 5300 Equ NO 7431 Eq s

| Dorothy Eendra | vi fo dau | 31 Jan 3 Mar | | | |
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| and the state of t | BPEARY P | _ | | | 6 7 g |
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| REQUEST FOR MEDICAL EVA | LUATION | 11 Mar 71 |
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| · 7. PURPOSI | OF EVALUATION | |
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| OVERSEAS PLANMING EVALUATION (One Noce mad be checked) | | ING OFFICER |
| X YES | Joan Wright | |
| | 3D 5309 Eqs | 7431 |
| Dorothy wifw 31 Jan 1938 Kendra dau 3 Mar 1971 Please schedule appointments week | of 31 May 1971. | 16 · 8 7 ft |
| | SIGNATURE FOR CHIEF OF MEDICA | |

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QUALIFICATIONS UPDATE

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

Now that your qualifications are a matter of computer record, they must be periodically updated. This is done automatically for much information; however, some must be obtained directly from you. This form is for that purpose. Section I must be completed in all cases. You need provide other information only if there have been changes since you submitted your Form 444: "Qualifications Supplement to the Personal History Statement," or a previous update form.

If you are in doubt whether information has been previously submitted, enter it in the appropriate section. The signed and dated form should be returned through administrative channels to the File Room, Office of Personnel, Room 5E-13 Headquarters, whether information is added or not. Additionally, a qualifications wedgete may take place at any time there is information to be added or changed simply by completing and returning an update form on your initiative. SECTION 1 BIOGRAPHIC AND POSITION DATA MP. SER. NO NAME (Last-First-Widdle) DATE OF BIRTH Flores, Daniel 036130 08/04/35 CECTION II EPUCATION HIGH SCHOOL ADDRESS (City, State, Country) LAST MIGH SCHOOL ATTENDED VEARS ATTENDED (From-To) GRADUATE □··· □ ··· COLLEGE OR UNIVERSITY STUDY SUBJECT YEARS ATTENDED NO. SEM/QTR. HRS.(Specify) NAME AND LOCATION OF COLLEGE OR UNIVERSITY PEGREE ECEIVE Pelilical American University Washington, DC 1962-7967 B.A. 1967 120 hm Schare IF A GRADUATE DEGREE HAS BEEN NOTED ABOVE WHICH REQUIRED SUBMISSION OF A WRITTEN THESIS, INDICATE THE TITLE OF THE THESIS AND BRIEFLY DESCRIBE ITS CONTENT. TRADE, COMMERCIAL AND SPECIALIZED SCHOOLS NAME AND ADDRESS OF SCHOOL STUDY OR SPECIALIZATION FROM 10 NO. OF MONTHS OTHER HON-AGENCY EDUCATION OR TRAINING NOT INDICATED ABOVE NO. OF MONTHS NAME AND ADDRESS OF SCHOOL STUDY OR SPECIALIZATION FPOM 10 SECTION III HARITAL STATUS PRISENT STATUS (Single Married, Midowed, Separated, Divorced Annulled Reserved) SPECIFY. (First) (Voiden) NAME OF SPOUSE (6001) S DATE OF BIRTH 4. PLACE OF BIRTH (City, State, Country) S. OCCUPATION . PRESENT EMPLOYER ? C41126 mgm 19 FORMS & C'*!ZENSHIP(S) COUNTRY!!!S) D. DATE U.S. CITIETSSWIP BE GIFOS P DEPENDENT CHILDREN AND DEPENDENTS OTHER THAN SPOUSE SECTION IV D *20 100 🗍 लवम SECRET

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| SECTION X | | int causien and dipendities | | | | |
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| SECTION XI | POCATOCIC | NAL SOCIETIES AND OTHER ORGA | NZABONS | | | |
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| 1. NAME (Last-First-Widdle) |) | (7-74) | | | 2 DATE OF BIRTH | (| 23-10) | | |
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| 1. LANGI-AGE (J) | (+ 3)) | 4. TODAY'S DATE | 134 | . 131 | 3. | | | | |
| SPANISH 1 | 20 | 20 MARCH 12 1962 IN ANY FOREIGN LANGUAGE | | | | | | | |
| PART II-LANGUAGE ELEMENTS | | | | | | | | | |
| SECTION A. | ECTION A. Remling (40) | | | | | | | | |
| 1. ONLY BARELY. | NY DIFFICULTY, O | F A GENERAL NATURI | 09 IN F | HELDS I AM | FAMILIAN WITH, UT | ING THE | DICTIONARY | | |
| | O DECTIONARY OCCUPIONALLY. | | | | | | | | |
| 3. FREQUENTLY, | VERAGE DIFFICULTY | v (newspapers, ref | erence e | | fe _j), Using the D | ICTIONAR | ý | | |
| 4. I CAN READ SIMPLE TEXT | 4. I CAN READ SIMPLE TEXTS, SUCH AS STREET BIGNS; NEWSPAPER HEADLINES, ETC., USING THE DICTIONARY FHIQUENTLY. | | | | | | | | |
| 5. I HAVE NO READING ABIL | . ITY IN THE LANG | IAGE . | | | | | | | |
| SECTION B. | | Writing (| 41) | | | | | | |
| I. WRETE FACTUAL NARRATIN | I CAN WRITE PERSONAL LETTERS AND SIMILAN MATERIAL WITH COMPLETS SUCCESS WITHOUT USING THE DICTIONARY. I CAN I- Brite factual narrative and expository material with reasonable clamity, with very few grammatical errors, in Native Style. Using the dictionary only rarely, | | | | | | | | |
| ? CAY WRITE PERSONAL P 2. RARELY. I CAN WRITE P ERRORS, BUT IN A STYLE | ACTUAL HARRATIVE | AND EXPOSITORY M. | ATEPIAL : | BITH REASON. | ABLE CLARITY. WITH | | | | |
| 1 CAN BRITE PERSONAL L BUT BITH OCCASIONAL MI OCCASIONALLY. | ETYERS AND SIMIL NOR GPASMATICAL | AR SIMPLE MATERIAL ERRORS AND IN OBVI | WITH A | IFASONABLE S DREIGN, AWK | SUCCESS IN CONVEYE PARD STYLE, USING | NG MY ME THE DICT | ANING. IONARY | | |
| 4. I CAN BRITE PERSONAL L BUT BITH MANY GRAMMATS | FETERS AND SIMIL CAL ERPORS AND I | AR SIMPLE MATERIAL N A VERY FOREIGN, | . WITH S AWK MARD | IEASONABLE S Style, USIA | SUCCESS IN CONVEYED OF THE DECTIONARY | NG MY ME FHEQUENT | ANING, LV. | | |
| 5. I CANNOT ORITE IN THE | L AN GU A GE , | | | | | | | | |
| SECTION C. | | Pronunciation | n (42) | | | |] | | |
| () MY PROMUNCIATION IS NA | TIVE. | | | | | | | | |
| 2. WHILE NATIVES CAN DETER | CT AN ACCENT IN S | AV PRONUNCIATION T | HEY HAYE | NO DIFFICU | LTY UNDERSTANDING | WE. | | | |
| 3. MY PRONCHCIATION IS OB | VIGUSLY FOREIGN. | BUT ONLY RARELY C | AUSES DI | FFICULTY FO | * MATIVES TO UNDE | PSTAND. | | | |
| 4. MY PROMUNCIATION IS OCC | ASIONALLY DIFFIC | CULT FOR MATINES TO | 0 U40184 | TAND. | | | | | |
| 5. I HAVE NO SAILL IN PRON | ILNCIATION. | | | | | | | | |
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| CONTINUATION OF PART 11-LANGUAGE ELEMENTS |
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| SECTION D. Spenking (43) |
| 1 SPEAR PLUENTER AND ACCUMATELY IN ALL PRACTICAL AND SECOND SETURITIONS OF CONVERSE PRIETY AND EDIGNATICALLY IN ALL PRECESSION WITH AND EDIGNATICALLY |
| 2. BETH BUICK I AM BANDLIAR AND A CONTROL OF COME POPULAR DATIFUL AND SOCIAL NETWATIONS. I CAN CONTROL IN MOST FIELD BUTH BUICK I AM BANDLIAR AND LEMPLOY SOME POPULAR DATINGS, CITERARY QUOTAFIONS, AND COMMUN PROVINCES. |
| 3. I GET ALONG OUTTE BELL IN SITUATIONS OF DAILY 23FF AND THANKL AND CAN CONDUCT ROUTINE BUSINESS IN PARTICULAR FIX |
| 4. I MANAGE IS SET ALONG IN THE MOST COMMON SETURTIONS OF DALLY LIFE AND TRAVEL, |
| 5. I HAVE NO ABILITY TO USE THE LANGUAGE IN ANY OF THE ABOVE RESPECTS. |
| SECTION E. (Interstanding (44) |
| I UNDERSTAND NON-TECHNICAL CONVERSATION ON ALL SUBJECTS, BOTH FACE-TO-FACE AND ON THE TELEPHONE: I UNDERSTANDED REAPLY EXPERITING I HEAR ON THE PAULO AND AT THE MOVIES, PLANS, AND LECTURES. |
| I UNDERSTAND NON-TECHNICAL CONVERSATION ON NEADLY ALL SUBJECTS, BOTH FACE-TO-FACE AND ON THE TELEPHONE: I Z. UNDERSTAND MOST OF WHAT I HEAR ON THE RADIO AND AT THE MONTES, PLAYS, AND LECTURES, INCLUDING MOST JOKES AN PUNS, |
| 3. PASTERSTAND NEARLY ALL CONVERSATION ON TOPICS OF DAILY LIFE AND TRAVEL. BOTH FACE-TO-FACE AND ON THE TELE- PASTER I UNDERSTAND MUCH OF WHAT I HEAR ON THE PADIO, AND AT THE MOVIES, PLAYS, AND LECTURES. |
| 4. I UNUSPECIATED THE SIMPLEST CONVERSATION, BOTH FACE-TO-FACE AND ON THE TELEPHONES I UNDERSTAND SOME OF WHAT I PLAY ON THE MADIO AND AT THE MOVIES, PLAYS, AND LECTURES. |
| 5. I AM NOT ABLE TO UNDERSTAND THE SPOYEN LANGUAGE. |
| BEFORE CONTINUING - CHECK PART II TO ENSURE THAT YOU HAVE CIRCLED ONE NUMBER PER SECTION. |
| PART (II-EXPERIENCE AS TRANSLATOR OR INTERPRETER (45) |
| 1. I HAVE MAD EXPERIENCE AS A TRANSLATOR. |
| 2. I MAYE MAD EYPERIENCE AS AN INTERPRETES. |
| 3. BOTH OF THE ABOVE STATEMENTS APPLY. |
| (4) BIGGE OF THE ABOVE STATEMENTS APPLY. |
| PART IV-CERTIFICATION |
| I CERTIFY THAT THE INFORMATION GIVEN ABOVE IS TRUE AND ACCURATE TO THE BEST OF MY KNOWLEDGE AND BELIEF, THIS CERTIFICATION CONSTITUTES MY APPLICATION FOR A MAINTENANCE AWARD PROVIDED I AM ELIGIBLE UNDER THE TERMS OF DEGULATION NO. 23-115. PAR. IC(4). I UNCEDSTAND THAT I MUST PASS AN OBJECTIVE LANGUAGE PROFICTION TEST DEFORE SELSME ELIGIBLE FOR AN ABARD, AND THAT INFESTECTIVE OF THE DATE OF TESTING, ANNUAL MAINTENANCE AWARDS WILL DE CUMULATIVE AS OF THE ANNIVERSARY DATE OF COMPLETING THIS FORM. |
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| SECTION I | GENERAL PERSONAL A | | |
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| 12. HAVE YOU TAKEN STEPS TO CHANGE TES 12. G | NA | | | |
| 14. IF YOU HAVE APPLIED FOR US CITIZENSHIP, SHAT 13 PA | TRANSTATUS OF TOUR APPLICATION (First Papers, Etc.)* | | | |
| 15. DATE OF ARRIVAL IN U.S. 16. PORT OF ENTRY | 17, ON PASSPORT OF CHAT COUNTRY | | | |
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| San Marcos, Texas | |
| • | S. HAME OF SUPERVISOR |
| Drug Store | Mr. Willian William |
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| South Gualalupe St. San Marco | TOXAS F NAME OF SUPERVISOR |
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| Grosery Store | Nr. Ignacio Gonzalos |
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| Slaughtering and preparing me | at for sale as well as actual selling. |
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| Private School | Mr. John Sparkman |
| 6. TITLE OF 108 | ? SALARY OR FARMINGS OF CLASS GRADE III Federal Service |
| Painter's Assistant | 1 35. W PER HOOK |
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| September, 1956 - July, 1957 | Economy Department Stores |
| , | Commence of the second |
| San Marcos, Texas | |
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| Clothing Store | Mr. Max Mendlovitz |
| i e | 7. SALARY OR CARNINGS S. CLASS, GRADEIT Fodoral Services |
| Sales Clerk * Description of outles | 1 30.00 IPER WOOK |
| Assisted customers in selecting | ng and buying goods. |
| To join the Marine Corps. | |
| 1 INGLUSIVE CATES From and En . By He and Er ! | E HAME OF EMPLOYING FIRM OF BORNOT |
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| July 26. 1917 - July 25. 1961 | United States Barine Corps |
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E wife fines asigned as your more recommendations as the comment Mrs. Brailin Masidewick Addmess .Sa summer if the and States NAME (Last Free M: #US-WELS ADDRESS (## - Framer Core and End-Si 402 Hanover St., Miss Nancy Payne Lt. and MRs. William Paulin c/s Lee Polts,

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| 30 | guin, Texas - Islamiana - | Fr 9-1337 | |

SECTION XXV

CERTIFICATION

YOU ARE INFORMED THAT THE CORRECTIESS OF ANY STATEMENT MADE IN THIS APPLICATION WILL BE INVESTIGATED.

I have read and understand the instructions. I Certify that the foreigning anewers are true and correct by the best of my knowledge and belief. I agree that any insstritement or invision is to in reveal fact will constitute grounds for immediate dismissal or rejection of my application. I also understand that any false statement made netern may be punishable by few U.S. Code, Title 19, Jection 1961.

Selection of 1961

Chile I Com

dashington, District of Columbia

MITE. Use the following space for extra details. Noterence each continued stem by exclusive them now her to which it relates eight your name at the end of the abled material. If additional space is enjoying use extra pages for same size as this page and size each such page.

MARITAL STATUS: Item #4, Section XII September 1, 1956 to Catabar 6, 1956. Married to Lt. Col. Joseph G. Moran in Portland, Oregon, by Circuit Court Judge. Used mane of Moran until Movember Lt, 1960, when changed to Plores.

PATHER-IN-LAW: Item $\# \hat{j}_{\sigma}$, Section XVII Short name for Raymond

GEOGRAPHIC AREA KNOWLEDGE AND FOREIGN TRAVEL: Item #1, Section VI

Argentina -

2 July 1959 to 3 July 1959

Travel

Panama .

10 November 1953 to 13 November 1958 Trivel

SEE ATTACHED SHEET FOR PERTINENT INFORMATION FELATIVE TO STEP-MOTHER.

Signed at Washington, D. C., this Total day of September,

Cantol Flore.

ATTACHMENT TO FORM NO. WILL - PUNCOUNT MICTORY STATEMENT

Section XV - STEPMOTHER

Full name: Concepcion R. Flores
Living: Yes
Other Names She Has Used: None to my knowledge
Current Address: 501 S. Guadalupe Street, Sin Marsos, Fexus
Date of Birth: December S, 1914
Place of Birth: Mexico
Citizenship: Mexican
If Born Gutsile U.S. - Date of Entry: December 8, 1922
Place of Entry: Unknown
Former Citizenships: None
Occupation: Homemaker and Missionary
Present Employer: Mexican Baptist Church, SanMarsos, Texas
Never served in Military or other Government service to my knowledge.

This paper is attuched to and hereby made a part of Form No. 444.

Land Con-

SECURITY APPROVAL

| DAT | |
|------|---|
| REF | UR ERENCE: 07100 OPEER |
| CAS | ENO.: 195221 |
| 10 | : Director of Personnel |
| FRO | M : Director of Security |
| SUBJ | JECT : FLORES, Daniel |
| 1. | This is to inform you of security approval of the subject person as follows: |
| | Subject has been approved for the appointment specified in your request under the provisions of Regulations 10-210 and 20-700 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 favelid. |
| 3. | As part of the entrance on duty processing: |
| • | XXX A personal interview in the Office of Security must be arranged. |
| | A personal interview is not necessary. |
| | |
| | POR THE DIRECTOR OF SECURITY: |
| | 10 CAP (200410) |

CONFIDENTIAL

PLEICE OF PEPER PO.