



**SECTION C**

**NARRATIVE COMMENTS**

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

11/15  
[redacted] has been under the supervision of the writer for the past six months. Before this period [redacted] responsibilities were varied and not necessarily co-incidental with those as listed in his previous fitness report. [redacted] as an individual, is an extremely outstanding investigator. He personally makes himself available for any assignment and has no hesitation working long hours and for long periods of time. He has a very pleasant personality and can, professionally, among investigators, stand out as an organizer and leader among any of them. Previous to [redacted] assignment to [redacted] he served as a resident agent for almost 13 years with a short period of assignment at Headquarters immediately before. Because of this long isolated assignment in the field, he has become handicapped to the extent that he does not possess the necessary tools for strong management and supervision of people or organization. This handicap, in my opinion, is not a fault of [redacted] and he should not be penalized in this regard.

[redacted] as an investigator in the OS career service, is outstanding. He is a senior 13, was formally recommended for promotion to Grade 14 in 1966 and so informed by his supervisor at the time. The lack of promotion, the existence of a weakness from not having been properly trained and fortified with an Agency proprietary philosophy and a capability to supervise and manage

**SECTION D**

**CERTIFICATION AND COMMENTS (See Attached)**

1. <b>BY EMPLOYEE</b>	
I CERTIFY THAT I HAVE SEEN SECTIONS A, B, AND C OF THIS REPORT	
DATE <u>Jan 18, 1968</u>	SIGNATURE OF EMPLOYEE [redacted]
2. MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION <u>6</u>	IF THIS REPORT HAS NOT BEEN SHOWN TO EMPLOYEE, GIVE EXPLANATION [redacted]
DATE <u>15 January 1968</u>	OFFICIAL TITLE OF SUPERVISOR <u>Chief,</u> [redacted]
3. <b>COMMENTS OF REVIEWING OFFICIAL</b>	
I concur in this evaluation. I certainly agree with the rater that [redacted] is a highly competent and experienced investigator. I also agree with the rater that his failure to give a strong performance in certain areas of management and supervision in a proprietary effort is in some measure attributable to a lack of training. He appears to have qualifications that are needed in this proprietary, and it is planned to make adjustments to afford him this training when it is expedient to do so within [redacted] limitations.	
DATE <u>22 January 1968</u>	OFFICIAL TITLE OF REVIEWING OFFICIAL <u>Dep. Director of Security</u> [redacted]

SECTION B

Specific Duty No. 7

Manages and disburses sizeable funds in connection with that portion of the proprietary organization for which he is responsible.

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SECTION C (Continued)

people before being assigned to [ ] is creating a psychological problem for [ ] and a management problem for this Division. [ ] needs a seasoned professional like [ ] however, his future in the project is limited until certain specific weaknesses outlined above can be corrected. The proper training and development of [ ] should be planned as soon as possible. Such training should consist of personnel and organizational management in the commercial world and Agency training, [ ] if possible, on OPS familiarization and Counter Intelligence.

[ ] disburses funds, is responsible for purchasing items for the office which he manages and does so with discretion. He exhibits a good degree of cost consciousness, however, there is room for improvement.