

FITNESS REPORT

EMPLOYEE SERIAL NUMBER [08]

SECTION A *Juan Luis, George E.* GENERAL

1. NAME (Last) (First) (Middle) <i>Juan Luis, George E.</i>	2. DATE OF BIRTH 5 Jul 1922	3. SEX M	4. GRADE [99]	5. SD D
6. OFFICIAL POSITION TITLE OPS OFFICER	7. OFF/DIV/BR OF ASSIGNMENT DDP/S.A.S.	8. CURRENT STATION JMWAVE		
9. CHECK (X) TYPE OF APPOINTMENT		10. CHECK (X) TYPE OF REPORT		
<input type="checkbox"/> CAREER	<input type="checkbox"/> RESERVE	<input type="checkbox"/> TEMPORARY	<input checked="" type="checkbox"/> INITIAL	<input checked="" type="checkbox"/> REASSIGNMENT SUPERVISOR
<input type="checkbox"/> CAREER-PROVISIONAL (See Instructions - Section C)		<input type="checkbox"/> ANNUAL	<input type="checkbox"/> REASSIGNMENT EMPLOYEE	
<input type="checkbox"/> SPECIAL (Specify):		<input type="checkbox"/> SPECIAL (Specify):		
11. DATE REPORT DUE IN O.P.		12. REPORTING PERIOD (From- to-) 1 January 1963 - 31 July 1963		

SECTION B PERFORMANCE EVALUATION

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

SPECIFIC DUTIES

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

SPECIFIC DUTY NO. 1 Deputy Chief of Branch handling (in absence of Chief) all aspects of political action and psychological warfare activity and supervising [24] case officers and clerical personnel.	RATING LETTER [99]
SPECIFIC DUTY NO. 2 Case officer for student project involving political action, propaganda, intelligence collection and a hemisphere-wide apparatus	RATING LETTER [99]
SPECIFIC DUTY NO. 3 CIA HISTORICAL REVIEW PROGRAM RELEASE AS SANITIZED	RATING LETTER
SPECIFIC DUTY NO. 4 1998	RATING LETTER
SPECIFIC DUTY NO. 5	RATING LETTER
SPECIFIC DUTY NO. 6	RATING LETTER

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OVERALL PERFORMANCE IN CURRENT POSITION

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

17 OCT 1963
me

RATING LETTER [99]

7/10

overall performance. State suggestions made for improvement of work performance. Give recommendations for training on foreign language competence, if required for current position. Amplify or explain ratings given in Section B to provide best basis for determining future personnel action. Manner of performance of managerial or supervisory duties must be described, if applicable.

Reference is made to paragraph C of subject's previous fitness report dated 10 January 1963 which is still applicable. During the period covered by this report subject has done an excellent job in the handling of a significant student exile group which hitherto had successfully resisted any important degree of control. Under subject's direction an exile teachers' group reached a high level of effectiveness in the propaganda field and was turned over to another case officer.

Subject has effectively terminated unproductive operations in the prop field (one magazine and a news letter) and is building up Station radio capability directed at the maintarget.

His high professional standards, complete comprehension of the problems faced by the Station and strong urge to win in our struggle with the opposition make it a distinct pleasure to see him take over as Chief of the PW branch.

SECTION D			CERTIFICATION AND COMMENTS		
1. BY EMPLOYEE					
I CERTIFY THAT I HAVE SEEN SECTIONS A, B, AND C OF THIS REPORT					
DATE	JUL 31 1963	SIGNATURE OF EMPLOYEE	/s/ Walter D. NEWBY (signed in pseudo on Fld. Transmittal)		
2. BY SUPERVISOR					
MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION	15 months	IF THIS REPORT HAS NOT BEEN SHOWN TO EMPLOYEE, GIVE EXPLANATION			
DATE	31 July 1963	OFFICIAL TITLE OF SUPERVISOR	TYPED OR PRINTED NAME AND SIGNATURE		
		Chief, PW	/s/ Robert K. TROUCHARD (signed in pseudo on Fld. Trans.)		
3. BY REVIEWING OFFICIAL					
COMMENTS OF REVIEWING OFFICIAL - The Reviewing Officer is familiar with Subject's work based primarily on discussions with Subject and Subject's supervisor, general observation of Subject during the past year and frequently reviewing his completed work. Subject is an extremely hard working, dedicated individual with an ability to develop rapport quickly with his contacts. Subject works long hours including weekends without complaining and is always available when there is a job to be done. Subject has demonstrated those qualities of management, initiative, drive and devotion to duty that are necessary to perform the many and varied tasks of a fast and continually changing situation. The Reviewing Officer concurs with the Rating Officer's overall evaluation of [99]					
DATE	SEP 24 1963	OFFICIAL TITLE OF REVIEWING OFFICIAL	TYPED OR PRINTED NAME AND SIGNATURE		
		Deputy Chief of Station	/s/ Frederick J. INGHURST (signed in pseudo on Fld. Trans.)		

SECRET