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8 January 1979

MEMORANDUM FOR: Director of Personnel

SUBJECT

Annual Fitness Report - George Joannides

Operations Officer

6 GS-16 ESN 064818 Z3 DOB 5 July 1922 067180743

- 1. This Memorandum in Lieu of Fitness Report is prepared in accordance with HR 20-20, for the period mid-June 1978 through 12 January 1979. The occasion of the Fitness Report is the retirement of the rating official.
- 2. The undersigned was detailed in mid-May to serve as the Agency's Principal Coordinator for work with the House Select Committee on Assassinations. As it became apparent that the volume of the work required assignment of additional full-time personnel, the decision was made that one experienced officer was needed to handle the DDO account. A senior officer experienced in DDO work and available to serve for several months was requested. Mr. Joannides was known to the undersigned by reputation, although not personally, and arrangements were made for his detail to the work. While there is no way to outline the qualifications that one should have for this sort of work, it became quickly clear that Mr. Joannides was the perfect man for it.
- 3. Mr. Joannides was responsible for a new procedure in recording of exchanges with the HSCA. As it developed, the Agency's logs and records on the status of requests by the HSCA and the Agency's responses became the only reliable record; it was clear that the HSCA often did not know the status of business in this respect and time and time again had to come to this office for clarification. Beyond that early contribution to the ordering of the affairs of the office, Mr. Joannides handled day-to-day follow-ups of requirements by telephone with the DDO focal point as well as throughout the DDO. Further, the firm position that he took with the young investigators in response to aggressive harassment on some occasions was exactly what the situation called for. A person of his maturity and experience handled the job exactly as required by the situation. If the peculiar nature of the work did not call on Mr. Joannides for all the talents of his wide experience, it nonetheless was his experience and quick perceptions that ensured a superior performance. His advice and

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counselling on courses of action to cope with unique situations was always sound and responsible.

- 4. The work in this assignment provided little occasion for Mr. Joannides to demonstrate attitudes on either EEO matters or economy, considerations that are required by regulation for comment in Fitness Reports. As a result, no comment is made.
- 5. Not because of the demands on his superior talents, but because of the cool efficacy with which he handled an unusual special assignment, Mr. Joannides' work is evaluated as Outstanding.

Chair D-B

S. D. Breckinridge

I certify that I have seen the comments in the Narrative section of this memorandum.

George Joann Ides

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SECTION C

NARRATIVE COMMENTS

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Subject is a hard working, dedicated and effects of Afficer who has proven by performance that he can accomplish assigned operational tasks in allowable time limits. The period covered by this fitness report represents Subject's initial Agency exposure to those diarst echelon management responsibilities which are implicit in a branch chief's assignment in a Station that has 313 employees. Subject responded to the challenge of the first echelon supervisory responsibilities in an exemplary manner. Subject managed a branch that had a yearly budget of two million four hundred thousand dollars. These funds were judiciously spent on printed propaganda, white and black radio programs, and on political action operations which were implemented via labor, student and professional groups. Subject has the knack of judiciously blending quality with quantity and in this melding effort, Subject reflected cost consciousness and effectiveness in the use of personnel, space equipment and funds. Subject has a distinct flair for political action operations and can translate policy directives into meaningful action programs by all of his assets. Subject has the ability to delegate authority and to appropriately fix responsibility with those officers whom he supervises. In the management field, Subject's only discernible weakness is a tendency to be abrupt with subordinates. It is believed that this minor shortcoming will be overcome with the acquisition of added experience in the field of personnel management. On balance therefore, Subject's overall performance as a supervisor and as an intelligence officer warrants an 99

SECTION D CERTIFICATION AND COMMENTS evaluation of 'Strong'" BY EMPLOYEE (CONTÍNUED) I CERTIFY THAT I HAVE SEEN SECTIONS A, B, AND C OF THIS REPORT DATE SIGNATURE OF EMPLOYEE (signed in pseudo on Field Transmittal) 15 May 1964 BY SUPERVISOR MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION IF THIS REPORT HAS NOT BEEN SHOWN TO EMPLOYEE, GIVE EXPLANATION 22 months OFFICIAL TITLE OF SUPERVISOR TYPED OR PRINTED NAME AND SIGNATURE s/ Andrew K. REUTEMAN Chief of Station, JMWAVE (signed in pseudo on Fld. Trans.) 15 May 1964

COMMENTS OF REVIEWING OFFICIAL

Although I have had few chances to personally observe work, I concur in the supervisor's comments and rating due to my general impression of a capabilities and performance of duty received in occasional meetings extending over a number of years.

BY REVIEWING OFFICIAL

DATE

OFFICIAL TITLE OF REVIEWING OFFICIAL

1 June 1964

Deputy Chief, WH (SA)

Bruce B. Cheever

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CONTINUATION SHEET

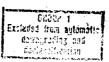
Section C - Narrative Comments

Subject has additional growth potential as an intelligence officer and as a first echelon supervisor of individuals doing a basic intelligence task. Ethnic origins, foreign language fluency and experience acquired to date generally dictates a career for Subject in the general arena of Greek operations. While the major thrust of Subject's career orientation should be geared toward Greece and its related problems, it is believed that it is essential that, on a periodic basis, Subject be directed into non-Greek areas of interest, in order that the continued challenge of new horizons will stimulate Subject to develop to his full capacity. In practical terms, this means that out of any eight-year time cycle, at least two years should be spent by Subject on non-Greek or even non-European affairs. This officer has the potential to be a broad-gauged officer but he must be stimulated and led in that direction which will fully harness the totality of his potential.

The rating officer would be pleased to have Subject work with him at any other Field Station that might be entrusted to the rating officer.

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SECTION C

NARRATIVE COMMENTS

Indicate significant strengths or weaknesses demonstrated in current position keeping in proper perspective their relationship to overall performance. State suggestions made for improvement of work performance. Give recommendations for training. Comment on foreign language competence, if required for current position. Amplify or explain ratings given in Section 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.

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SECTION D		CERTIFICATION AND CO	MMENTS					
1.	BY EMPLOYEE							
	10	CERTIFY THAT I HAVE SEEN SECTIONS A, B	, AND C OF THIS REPORT					
DATE	IUL 3 1 1963	/s/ Walter D. NEWBY (sign	ed in pseudo on Fld. Transmittal)					
2.		BY SUPERVISOR						
MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION		IF THIS REPORT HAS NOT BEEN SHOWN	TO EMPLOYEE, GIVE EXPLANATION					
15 mon	ths							
DATE		OFFICIAL TITLE OF SUPERVISOR	TYPED OR PRINTED NAME AND SIGNATURE					
31 July 1963		Chief, PW	/s/ Robert K. TROUCHARD (signed in pseudo on Fld. Trans.					

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 Strong?

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DATE	050 0 . 406	OFFICIAL TITLE OF REVIEWING OFFICIAL	TYPED OR PRINTED NAME AND SIGNATURE
•	SEP 2 4 1963	Deputy Chief of Station	(signed in pseudo on Fld. Trans.)
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SECTION D

NARRATIVE COMMENTS

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No change from previous report submitted 19 January 1963.

•.	BY EMPLOYEE	
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		/s/ Robert K. TROUCHARD
27 March 63	Chief, PW Branch	(signed on Field Transmittal)
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		/s/ Andrew K. REUTEMAN
2 April 1963	Chief of Station, JMWAVE	(signed on Field Transmitt

CERTIFICATION AND COMMENTS

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Take into account	t everything abou	t the employee wh					position suc	h as ser	RATING LETTER

Take into account everything about the employee which influences his effectiveness in his current position such as per-formance of specific duties, productivity, conduct on job, cooperativeness, 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.

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NARRATIVE COMMENTS

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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 best basis for determining future personnel action. Manner of performance of managerial or supervisory duties must be described, if

applicable Subject's strengths lie in his ability to analyze a problem quickly and skillfully, to strip it of unnecessary detail and to render a decision without waste of motion. He has contributed greatly to the efficiency of the Branch by eliminating unproductive ventures, counseling the members and promoting the principles of correct tradecraft. He has been successful in resolving complicated problems involving control of an unruly group. He has a strong personality and firm convictions about the proper manner of carrying on covert operations and voices his convictions without fear. He is an excellent supervisor and is respected by the members of the branch for his forthrightness and his sober judgment and sound advice. His handling of agents and contacts on the outside both directly and indirectly mixes to a proper extent firmness and friendliness. In short he is a distinct asset to the clandestine services both administratively and operationally.

SECTION D	CERTIFICATION AND COMM	ENTS			
1.	BY EMPLOYEE				
1	CERTIFY THAT I HAVE SEEN SECTIONS A, B, AI	ND C OF THIS REPORT			
DATE 19 JAN 63	signature of EMPLOYEE /s/ Walter D. NEWBY (signe	d on Field Transmittal)			
2.	BY SUPERVISOR				
MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION 10 months	IF THIS REPORT HAS NOT BEEN SHOWN TO	EMPLOYEE, GIVE EXPLANATION			
DATE	OFFICIAL TITLE OF SUPERVISOR	TYPED OR PRINTED NAME AND SIGNATURE /S/ Robert K. TROUCHARD			
19 JAN 63	Chief/PW - JMWAVE	(signed on Field Transmittal)			
3.	BY REVIEWING OFFICIAL				

COMMENTS OF REVIEWING OFFICIAL Subject is an unusually competent officer in the field of covert action operations in that he blends a flair for this activity with sound tradecraft principles and a firm adherence to valid reporting techniques. Subject is dedicated and hard working and he has proven by performance that he is willing to work long hours in order to accomplish his operational objectives. Subject's overall performance warrants an evaluation of "strong" A Subject has growth potential both as an intelligence officer and as a first echelon supervisor of individuals doing a basic intelligence task. Subject's activities come to the attention of the reviewing officer on a weekly basis.

DATE	FEB 1 5 1963	Chief of Station, J	/-/ A W DETUREMANT
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