

424 N. George Mason Dr.
Arlington, Va.
8 November 1949

Colonel Robert L. Love, USA Retd
770 Darien Way
San Francisco 27, California

Dear Colonel:

I was glad to receive your letter of 26 October. Yes, I remember you and the device you submitted which was a creditable piece of work. I would be interested in knowing more of your latest gadget, and if you care to submit drawings and a description I would be glad to see that it is evaluated.

In regard to your employment here, I fear that my comments in that regard during your visit here in 1946 might have been a bit misleading. At the present time reorganizational changes are taking place in this field of activity and this may mean that jobs in certain categories will be more scarce, although not much can be foretold until after the shakedown is completed, probably around the first of February. Only then will we know what vacancies will exist. Another thing that would have to be considered would be your qualifications for filling a Civil Service position of the type you have in mind. Since your experience has been as a side-line your record will probably not show any professional experience, which the hard and fast Civil Service rules require, to qualify you for a suitable rating.

However, there is another field opening up here which may interest you, and perhaps may act as a stepping stone to your getting a little closer to your ultimate aim. I notice that your present job is Organization and Methods Examiner, CAF-11, for which, no doubt, your Army experience helped you to qualify. There may be an opening here in our comptroller's office when things shake down a little and we can see where we are. I have talked to Mr. Paul E. Neff, Comptroller's Office, Armed Forces Security Agency, Washington 25, D.C., and he advises that you contact him after 1 February for further information.

Sincerely yours,

COPY TO: AFSA-10

WILLIAM F. FRIEDMAN

Mark -

Do you remember this chap?
I have only the faintest recollection!

He's CAF-11 = P4 work

7

I doubt the advisability of
encouraging him.

770 Darien Way,
San Francisco 27, Calif.

October 26, 1949.

Col. William F. Friedman,
4000 Lee Boulevard,
Arlington, Virginia.

Dear Colonel Friedman:

No doubt this letter will come as a complete surprise to you, as I have had the pleasure of meeting you only once and that was on August 20, 1946. I had with me a cipher device which had been made according to my specifications in the Signal Corps shops at the Presidio of San Francisco, California, Headquarters, Sixth Army had sent me with it to Washington. Unless I am mistaken the cipher device now rests in your museum; probably near a somewhat similar one which had been invented by a German scientist whose name I have forgotten.

Even though I had not contributed something new to the field of cryptography, you expressed interest in the fact that I had been able to achieve the results I did without any previous cryptographic training. You even suggested that, after my retirement from active duty, I might come to work with you upon completion of an intensive two-year course of instruction. When I told you that circumstances would not permit it at the time, you invited me to write to you in the event I should reconsider. This letter is the result of that invitation.

Upon my retirement I went to work for the Veterans Administration and am, at present, in the Manager's Office, in the San Francisco Regional Office. Until recently, I was too busy to give much thought to anything but the job at hand. Now, however, the fascination I have felt towards cryptography since I first interested myself in it, has re-asserted itself. I have even developed a new system which I would like, some day, to discuss with you, or a member of your office, if any of you happen to be in the vicinity of San Francisco. If you can break this system down, I am sure you will find it much more difficult than the one which I developed in 1946.

I hope that I may have the pleasure of hearing from you soon. If there is still a possibility that I could come to work with you, I would like to know as much as possible about the job you might have in mind. With a wife and two children to support, I cannot be governed entirely by my interest in the work. If, for instance, the two years of instruction would be at my own expense on a non-pay status, I would probably have to continue cryptography as an avocation, rather than as a vocation.

love

*I made no
such
commitment!
This reading
things in
which I
might have only
hunted at.*

You undoubtedly have ready access to my 201 file, so I doubt that you would be interested in a summary from me, of my military service. Since my work with the Veterans Administration has been along organizational and procedural lines, hence not related to cryptography in any way, I don't think much would be gained by my recounting in detail what I have done. Since, however, you may be interested in how my services were evaluated, I am enclosing a photostat of my last efficiency rating.

Before writing this letter, I thought it would be well to determine what might be revealed by professional vocational counseling. As a result I went to the Alto Clinic, here in San Francisco, and was given a comprehensive battery of tests. These indicated that, in the three fields - personality, interest and aptitude - I should be exceptionally well qualified for cryptographic work. A written report is not included in the service, but if you would like one, I will attempt to get it for you.

If I have omitted anything from this letter, which you feel would be of interest to you, I would be glad to furnish it upon request.

Very truly yours,

Robert L. Love
ROBERT L. LOVE
Colonel, U.S.A. (Ret.)

RLL:B
Encl.

REPORT OF EFFICIENCY RATING

ADMINISTRATIVE-UNOFFICIAL ()
OFFICIAL: REGULAR (X) SPECIAL ()
PROBATIONAL or TRIAL PERIOD ()

As of August 8, 1948 based on performance during period from February 7, 1948 to August 8, 1948

Robert L. Love Organization and Methods Examiner CAF-11
(Name of employee) (Title of position, service, and grade)

Veterans Administration Regional Office, Manager's Office
(Organization—Indicate bureau, division, section, unit, field station)

ON LINES BELOW MARK EMPLOYEE	1. Study the instructions in the Rating Official's Guide, C. S. C. Form No. 3823A. 2. Underline the elements which are especially important in the position. 3. Rate only on elements pertinent to the position. a. Do not rate on elements in <i>italics</i> except for employees in administrative, supervisory, or planning positions. b. Rate administrative, supervisory, and planning functions on elements in <i>italics</i> .	CHECK ONE:
<input checked="" type="checkbox"/> if adequate		Administrative, supervisory, or planning <input checked="" type="checkbox"/>
<input type="checkbox"/> if weak		All others <input type="checkbox"/>
<input checked="" type="checkbox"/> if outstanding		

- | | |
|---|---|
| <p>___ (1) Maintenance of equipment, tools, instruments.</p> <p>___ (2) Mechanical skill.</p> <p>___ (3) Skill in the application of techniques and procedures.</p> <p>___ (4) Presentability of work (appropriateness of arrangement and appearance of work).</p> <p><u>+</u> (5) <u>Attention to broad phases of assignments.</u></p> <p><u>+</u> (6) <u>Attention to pertinent detail.</u></p> <p><u>+</u> (7) <u>Accuracy of operations.</u></p> <p><u>+</u> (8) <u>Accuracy of final results.</u></p> <p><u>+</u> (9) <u>Accuracy of judgments or decisions.</u></p> <p><u>+</u> (10) <u>Effectiveness in presenting ideas or facts.</u></p> <p><u>+</u> (11) <u>Industry.</u></p> <p><u>+</u> (12) <u>Rate of progress on or completion of assignments.</u></p> <p><u>+</u> (13) <u>Amount of acceptable work produced. (Is mark based on production records? <u>No</u>)</u>
(Yes or no)</p> <p><u>+</u> (14) <u>Ability to organize his work.</u></p> <p><u>+</u> (15) <u>Effectiveness in meeting and dealing with others.</u></p> <p><u>+</u> (16) <u>Cooperativeness.</u></p> <p><u>+</u> (17) <u>Initiative.</u></p> <p><u>+</u> (18) <u>Resourcefulness.</u></p> <p><u>+</u> (19) <u>Dependability.</u></p> <p>___ (20) <u>Physical fitness for the work.</u></p> | <p>___ (21) <i>Effectiveness in planning broad programs.</i></p> <p><u>+</u> (22) <u>Effectiveness in adapting the work program to broader or related programs.</u></p> <p><u>+</u> (23) <u>Effectiveness in devising procedures.</u></p> <p>___ (24) <i>Effectiveness in laying out work and establishing standards of performance for subordinates.</i></p> <p><u>+</u> (25) <u>Effectiveness in directing, reviewing, and checking the work of subordinates.</u></p> <p><u>+</u> (26) <u>Effectiveness in instructing, training, and developing subordinates in the work.</u></p> <p><u>+</u> (27) <u>Effectiveness in promoting high working morale.</u></p> <p><u>+</u> (28) <u>Effectiveness in determining space, personnel, and equipment needs.</u></p> <p><u>+</u> (29) <u>Effectiveness in setting and obtaining adherence to time limits and deadlines.</u></p> <p><u>+</u> (30) <u>Ability to make decisions.</u></p> <p>___ (31) <i>Effectiveness in delegating clearly defined authority to act.</i></p> |
|---|---|

STATE ANY OTHER ELEMENTS CONSIDERED

- ___ (A) _____
- ___ (B) _____
- ___ (C) _____

STANDARD Deviations must be explained on reverse side of this form	Adjective rating	Adjective rating
Plus marks on all underlined elements, and no minus marks.....	Excellent	Rating official <u>E</u>
Plus marks on at least half of the underlined elements, and no minus marks.....	Very good	Reviewing official <u>E</u>
Check marks or better on a majority of underlined elements, and any minus marks overcompensated by plus marks.....	Good	
Check marks or better on a majority of underlined elements, and minus marks not overcompensated by plus marks.....	Fair	
Minus marks on at least half of the underlined elements.....	Unsatisfactory	

Rated by C. V. [Signature] Ass't. Reg. Ex. (Title) 8-10-48 (Date)

Reviewed by Robert F. Shields Regional Manager (Title) 8-11-48 (Date)

Efficiency Rating Committee Report to employee Ex (Adjective rating)

Approved 8-15-1948
R. F. McMahon (chm)