

CONFIDENTIAL RECORD SHEET  
REGISTRATION SERVICE  
BOY SCOUTS OF AMERICA

DATE: May 22, 1989

FULL NAME James Heston Watson  
(No initials if you can possibly get full name)

S.S. NO. [REDACTED]

ADDRESS [REDACTED]

CITY Philadelphia STATE Penn. ZIP CODE 19120

DATE OF BIRTH 4/38 (This is important and should be exact)

APPROXIMATE AGE 51 (To be used ONLY when date of birth is not known)

RELIGION Protestant NATIONALITY (Citizen of) USA

OCCUPATION Sales Clerk (Scout Shop) Plymouth, PA

EDUCATION High School Grad

WEIGHT \_\_\_\_\_ HEIGHT \_\_\_\_\_ RACE Caucasion

COLOR OF HAIR \_\_\_\_\_ COLOR OF EYES \_\_\_\_\_

ANY DISTINGUISHING PHYSICAL CHARACTERSTICS \_\_\_\_\_

HOBBIES OR SPECIAL INTERESTS \_\_\_\_\_

MARRIED  SINGLE  NAME OF SPOUSE \_\_\_\_\_

CHILDREN \_\_\_\_\_  
(Name, number, ages, if possible)

SCOUTING CONNECTIONS:

<u>UNIT #</u>	<u>CITY</u>	<u>STATE</u>	<u>POSITION</u>	<u>DATE REGISTERED</u>	<u>DATE RESIGNED</u>
But Shop	Plymouth	PA	Sales Clerk	4/84	
Chartered Organization _____					

SPECIAL RECOGNITION \_\_\_\_\_

INCIDENT: TYPE 1 DATE OF INCIDENT 1963-64 RESOLUTION no charges filed  
Type Resolution

- |  |                                  |
|--|----------------------------------|
| 1=Scout Related -x                         | 1. Internal (only Scouts Know) x |
| 2=Non-scout related                        | 2. Criminal action               |
| 3=homosexual (not specifically with youth) | 3. Court action                  |
|  | 4. Probationary status           |
|  | 5. Reported to state agency      |

Check off list of attached documentation

1. Description of incident
2. Victim(s) statement
3. media reports
4. Legal proceedings
5. Offender's statement
6. Official notification of termination
7. Found guilty/innocent by court

**NOTED**

JUN 19 1989

JOSEPH J. ANGLIM

CONFIDENTIAL

MAY 23 1989

F. STARON

Council Valley Forge #507 Signed \_\_\_\_\_ Registration/National  
SCOUT EXECUTIVE

3828r-eko-11/3/88

June 26, 1989

Mr. Albert L. Smith  
Scout Executive  
Valley Forge Council, No. 507

PERSONAL AND CONFIDENTIAL

SUBJECT: James Heston Watson

Dear Al:

Thank you for the detailed information sent concerning the above Scouter. This case has been reviewed with our attorney and is now on our permanent Confidential File.

Sincerely,

Paul Ernst, Director  
Registration Service

ag

cc: Northeast Region

READY TO FILE

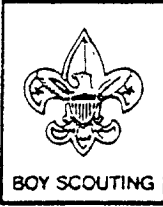
JUN 26 1989

ERIN O'RILEY

CONF012622



Valley Forge Council  
 Boy Scouts of America  
 P.O. Box 806  
 Valley Forge, Pa. 19482  
 (215) 688-6900



July 26, 1984

PERSONAL & CONFIDENTIAL

Mr. Paul Ernst  
 Dir., Registration Svcs.  
 Boy Scouts of America  
 1325 Walnut Hill Lane  
 Irving, TX 75062-1296

*James H Watson*

Dear Paul:

Enclosed is the log on Jim Watson who currently is employed as a clerk at the Scout Store in Plymouth Meeting. I have called Werner Wolff to let him know. However, he was not available at the time. I will discuss this problem with him and continue to take no action until he hears from you or Paul Rose.

Watson registered as "new" in January 1984. I believe this was about the time he became employed. He may have been registered in Philadelphia prior to this.

██████████ is willing and desirous of being of all help possible and it is my understanding that her mother is also willing. The mother was very angry and upset then her daughter told her that Watson was in Scouting again.

If I can be of further help please contact me.

Sincerely,

*Elmer*

Elmer B. Greey, Jr.  
 Adm. Asst. Scout Executive

EBG:rt  
 Enclosure

*Added to EF file  
 no reg showing at  
 this time*

PERSONAL & CONFIDENTIALRE: James Watson

July 20, 1984 - Received a call from [REDACTED], [REDACTED], Oreland, PA 19075; telephone - [REDACTED]

She stated that she was in the Plymouth Meeting Scout Shop and recognized Jim Watson. In 1963 or 1964 he had sexually abused her brother, [REDACTED], and another Scout. This occurred in Philadelphia in the West Oak Lane section. At that time a meeting was held between Watson, the parents (still alive) and Scout officials. Watson agreed to never associate with Scouting again. No charges were filed.

July 20, 1984, 12:05 p.m. - Called Paul Ernst; he was going to check files to see if any record was filed.

July 23, 1984, 2:10 p.m. - Called Paul Ernst. No record of Jim Watson. He will turn over all available information to Paul Rose to follow up.

I called [REDACTED] and asked her permission to forward any information to our National office. I also asked if she would collect any further information. She agreed. Her mother is available and willing to provide any details. One other youth is still in the area. [REDACTED] is going to find out if he is willing to make a statement.

2:46 p.m. - Called Philadelphia Council and spoke with Paul Crosson. This is before his tenure in Philadelphia. He is checking and will call back.

All of the above information, plus Paul Crosson's information, will be forwarded to Paul Ernst for his followup.

3:40 p.m. - Call from Paul Crosson; Philadelphia files do not go back to 1963. They have no information, records, etc. Jim Lanning was the DFS at that time; he is retired.

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Elmer B. Greey, Jr.  
Adm. Asst. Scout Executive

7/26/84 rt

**Annual District**

Unit # 8008  
Leader # 000023

1. Lastname WATSON  
2. First-Middle JAMES  
3. Address [REDACTED]  
4. City PHILADELPHIA  
5. State PA  
6. Zip Code 19120-0000  
7. Home Phone [REDACTED]  
8. Work Phone 000/000/0000  
9. Birthdate 04/00/88  
10. Position 80 UNIT COMMISSIONER  
11. Occupation XX UNKNOWN  
12. Employer 000 UNKNOWN

13. Boys' Life N  
14. Date Registered 01/84  
15. Status N  
16. New / Former N  
17. Trained N  
18. Sex M  
19. Hdcp Status N  
20. Line Number

*cc Paul Grant*

STAFF EMPLOYEE PERFORMANCE REVIEW  
(PROBATIONARY, PROMOTION, TRANSFER)

Name JAMES H. WATSON Date of Review 14 APR 84  
 Division or Service [REDACTED] Job Classification 3  
 Tenure in present job approx. 60 days Job Title SALES CLERK

Taking into consideration his/her short tenure in the job, this employee's performance is as follows at this time:

	Satisfactory	Needs Improvement	Unsatisfactory
Job Knowledge	_____	<u>✓</u>	_____
Quantity of Work	<u>✓</u>	_____	_____
Quality of Work	<u>✓</u>	_____	_____
Cooperation	<u>✓</u>	_____	_____
Attendance	<u>✓</u>	_____	_____

Comments: \_\_\_\_\_  
 \_\_\_\_\_  
 \_\_\_\_\_  
 \_\_\_\_\_

FOR NEW EMPLOYEE ONLY:

- Recommend Permanent Status
- Extend Probation (Explain reason) \_\_\_\_\_
- Recommend Termination

Review conducted by *Adrienne Wolff* Date 14 APRIL 84  
 Supervisor

This performance review has been discussed with me.  
*J. James H. Watson* Date 14 APRIL 84  
 Signature of Employee

APPROVED  
 APPROVALS *[Signature]* Date 14 APRIL 84  
 Service Director

APR 20 1984  
JOHN W. JOHNSON Date \_\_\_\_\_  
 OPER. MGR. - SUPPLY DIV. Director  
 Operating Committee Member

PERSONAL & CONFIDENTIAL

August 10, 1984

TO: Mr. Ray Neal - 0415

SUBJECT: James H. Watson - Plymouth Meeting Scout Shop

*discussed*

The situation was totally ~~discussed~~ with Jim Watson at approximately 2:00 p.m. on Tuesday, August 6, 1984. The immediate reaction was of both shock and disbelief that allegations of this nature could have surfaced concerning himself. He expressed absolute denial of anything pertaining to the situation and, consequently, felt no need nor desire to submit his resignation.

Jim feels that allegations such as these resulting in an investigation will hurt him both personally and professionally merely by inference. He feels quite strongly that upon completion of the investigation proving his innocence, he would like something in writing which would exonerate him completely.

██████████, Manager of the ██████████, was present and can confirm that the conversation was merely to inform him of allegations made by an outside party and that the position of the Boy Scouts of America was merely to be investigative at this point.

If any additional clarification is required, please contact me.

Paul D. Cunningham  
Associate Director of Sales  
Supply Division

PDC:js

cc: Messrs. Joseph Coco  
Paul Rose

CONF012627

EMPLOYMENT APPLICATION

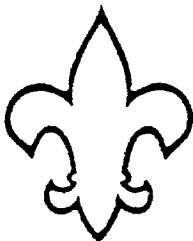
PERSONNEL DIVISION

BOY SCOUTS OF AMERICA

1325 Walnut Hill Lane  
Irving, Texas

Collect Fort Worth Airport, Fort Worth, Texas

AN EQUAL OPPORTUNITY EMPLOYER



Before Proceeding... Read Carefully

FOR OFFICE USE

Position Sales Clerk

Division Supply

Service PMS # 6

To start work 11 Feb 84

Salary \$ 10,500 per annum

Hours Swing to shift

Hours per week 40

Tel. ext. \_\_\_\_\_ (HO only)

Employment approved: \_\_\_\_\_  
(Service Director)

APPROVE  
 \_\_\_\_\_  
(Division Director) FEB 17 1984

\_\_\_\_\_  
(Employee Services Administrator)

Date to Cashier \_\_\_\_\_ MB \_\_\_\_\_

Referred by \_\_\_\_\_

Auto License No. \_\_\_\_\_

Applicants are not required to give any information on this form that is prohibited by Federal, State, or local law.  
 This application will be given every consideration; its receipt, however, does not imply that the applicant will be employed.  
 Applicants accepted for employment are hired on a temporary basis with a probationary period and if, in our judgment, it is found during this period that the employee is not adapted to the work assigned, or that information given has been misrepresented, the employment may be terminated without other reason.  
 An investigation may be made requesting information as to character and general reputation which may be applicable to the position for which you are applying. Information as to the nature and scope of any investigation will be furnished to you upon your written request.

Name JAMES HESTON WATSON  
First Middle Last

Address \_\_\_\_\_  
Street or R.F.D. City State ZIP Phila PA 19130

\_\_\_\_\_ \_\_\_\_\_  
Social Security No. Date of birth, if under 18

\_\_\_\_\_ \_\_\_\_\_  
Home Telephone No. Name and Phone No. of Person to Contact in an Emergency

PERSONAL

Have you ever been convicted of any felony? NO If so, describe the felony, including when and where, and give complete information concerning disposition of the conviction. Conviction of a crime is not an automatic bar to employment—all circumstances will be considered. (Attach separate sheet if necessary.)

Are you a U.S. citizen? YES If not, do you have the legal right to remain permanently in the U.S.? \_\_\_\_\_  
 (If hired, proof may be required.)

WORK QUALIFICATIONS

Are you a stenographer? NO Rate of speed you can take dictation? \_\_\_\_\_ What method? \_\_\_\_\_

At what rate of speed can you operate a typewriter? Manual? \_\_\_\_\_ Electric? \_\_\_\_\_

Typewriter preference \_\_\_\_\_ Are you a dictaphone operator? \_\_\_\_\_

Have you done filing? \_\_\_\_\_ Bookkeeping? \_\_\_\_\_ Record posting? \_\_\_\_\_ Checking? \_\_\_\_\_

What special machines do you operate? \_\_\_\_\_

Do you have a current driver's license? YES List restrictions, if any. \_\_\_\_\_

Do you have any physical disabilities which might interfere with performance of the job for which you are applying? NO

If so, explain \_\_\_\_\_



EDUCATION

High school—Were you graduated? YES Curriculum ACADEMIC  
 College—Were you graduated? NO Degree \_\_\_\_\_ Major \_\_\_\_\_  
 Degree \_\_\_\_\_ Major \_\_\_\_\_  
 If not graduated, how many semesters did you complete? \_\_\_\_\_ Major \_\_\_\_\_  
 \_\_\_\_\_ Major \_\_\_\_\_  
 List any specialized courses taken  
CERTIFICATE PROGRAM: SUPERVISION OF CHILD CARE WORK  
UNIV. OF NORTH CAROLINA AT CHAPEL HILL

EMPLOYMENT HISTORY

1. Present or most recent employer. FROM Mo. 8 Yr. 82 Salary \$24,000 at start  
 Name of firm [redacted] TO Mo. 9 Yr. 83 Salary 25,000 when leaving  
 Full address [redacted] City and State FLEMINGTON NJ  
 Nature of firm's business NEWSPAPER Dept. last worked in CIRCULATION Supervisor's name ED MACIK  
 Position(s) held CIRCULATION DIRECTOR  
 May we contact this employer? Yes Reason for leaving RESIGNATION

2. Next previous employer before 1. FROM Mo. 6 Yr. 82 Salary 22500 at start  
 Name of firm [redacted] TO Mo. 8 Yr. 82 Salary 22500 when leaving  
 Full address MARKLEY + A.C.N. STS City and State LEWISTOWN PA  
 Nature of firm's business NEWSPAPER Dept. last worked in CIRCULATION Supervisor's name BOB YORGEY  
 Position(s) held DISTRICT MANAGER  
 Reason for leaving RESIGNED FOR A BETTER POSITION

3. Employer before 2. FROM Mo. 9 Yr. 78 Salary 4500 at start  
 Name of firm MONTGOMERY CITY YOUTH CTR. TO Mo. 6 Yr. 82 Salary 6000 when leaving  
 Full address [redacted] City and State LEWISTOWN PA  
 Nature of firm's business COUNTY JUVENILE DETENTION CTR. Dept. last worked in CHILD CARE Supervisor's name MISS JUDY LOUV  
 Position(s) held COUNSELLOR  
 Reason for leaving ABOVE POSITION

Position applied for: SALES Full or part-time Full Time  
 When would you be available? WITHIN 48 hr. NOTICE

OBJECTIVES OF SCOUTING

The objectives of Scouting are, according to the Charter and Bylaws under which the movement operates, CHARACTER DEVELOPMENT, CITIZENSHIP TRAINING, and MENTAL and PHYSICAL FITNESS. Leaders and boys of all races, creeds, and colors subscribe to the Oath or Promise which reads in part: "On my honor I will do my best to do my duty to God and my country" and the 12th point of the Scout Law which reads: "A Scout is reverent toward God. He is faithful in his religious duties. He respects the beliefs of others."

James H. Watson 2/10/84  
 Applicant's signature Date

### Employee's Withholding Allowance Certificate

1 Type or print your full name  
JAMES HESTON WATSON

2 Your social security number  
[REDACTED]

Home address (number and street or rural route)  
[REDACTED]

3 Marital Status  
 Single  Married  
 Married, but withhold at higher Single rate

City or town, State, and ZIP code  
PHILA. PA. 19124

Note: If married, but legally separated, or spouse is a nonresident alien, check the Single box.

4 Total number of allowances you are claiming (from line F of the worksheet on page 2) . . . . .

\$ /

5 Additional amount, if any, you want deducted from each pay . . . . .

[REDACTED]

6 I claim exemption from withholding because (see instructions and check boxes below that apply):

a  Last year I did not owe any Federal income tax and had a right to a full refund of ALL income tax withheld, AND

b  This year I do not expect to owe any Federal income tax and expect to have a right to a full refund of

Year

ALL income tax withheld. If both a and b apply, enter the year effective and "EXEMPT" here . . . ▶

c If you entered "EXEMPT" on line 6b, are you a full-time student? . . . . .  Yes  No

Under the penalties of perjury, I certify that I am entitled to the number of withholding allowances claimed on this certificate, or if claiming exemption from withholding, that I am entitled to claim the exempt status.

Employee's signature ▶ James H. Watson Date ▶ 2-10-

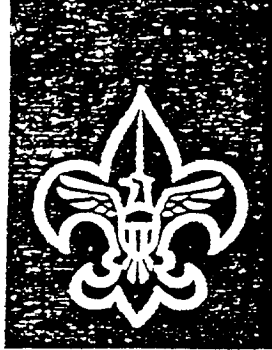
19 84

7 Employer's name and address (Employer: Complete 7, 8, and 9 only if sending to IRS)

8 Office code

9 Employer identification number

----- Detach along this line. Give the top part of this form to employer; keep the lower part for your records. -----



SCOUTING/USA

# new hire form

Name JAMES H. WATSON

Date Completed FEB 10, 1984

Council Name National

Council Location PASS #6

## GENERAL INSTRUCTIONS

1. Please print within lines in pencil.
2. Start each item in the first available space.
3. For all blocks requiring dates and numbers—use leading zeros where necessary, for example: May 7, 1975 is shown as 050775.
4. Abbreviate where necessary.
5. Show the number zero as 0.
6. Show the letter "O" as O.
7. Show the number one as 1.
8. Show the letter "I" as I.
9. Any areas which do not apply to you should be left blank.
10. Leave all shaded areas blank.

LEAVE SHADED AREAS BLANK

Co. No. 1 0 01—Local 02—National	Social Security Number 3 [REDACTED] 12	Date of Hire 13 15 17 02 11 84 Month Day Year	Highest Boy Scout Award (if applicable) 22 113 FC TE—Tenderfoot ST—Star SC—Second Class LI—Life FC—First Class EA—Eagle
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## Personal Data:

22 002	First Name <u>JAMES</u>	MI <u>H</u>	Last Name <u>WATSON</u>	U.S. Citizenship 22 096 Y—Yes N—No D—Declared	Date of Birth 22 24 26 009 04 29 83 Month Day Year
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22 003	Home Address—Street and Number [REDACTED]	46	Apartment/Box Number 22 005	36
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22 004	City <u>WADSWORTH</u>	37 38 40	State <u>GA</u>	45	ZIP Code <u>30180</u>	Home Telephone Number 22 25 28 31 006 <u>547 6754</u> Area Code Exchange Number
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22 007	Sex M or F	Marital Status 22 010 S—Single D—Divorced M—Married L—Legally W—Widowed Separated	Spouse First Name 22 016	31	Spouse Date of Birth 22 24 26 017 Month Day Year
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22 008	Race 1—Black (Non Hispanic) 2—Asian or Pacific origin 3—White (Non Hispanic) 4—Hispanic origin 5—American Indian or Alaskan origin	Foreign Language Proficiency Spn. Jpn. Fr. Ger. Oth. 22 24 26 28 30 186 N N N N N N N N	SP—Speak RW—Read/Write NT—Native Tongue Other Y—Yes N—No	Number of Dependent Children under 19 22 091	Number of Dependent Children 19–25 22 092
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22 100	Veteran Status* E—Peacetime F—Active National Guard or Reserve X—Disabled Veteran	Handicap* 22 101 P—Physical M—Mental N—None	Religious Preference 22 098 P—Protestant M—Mormon (LDS) C—Catholic S—Christian Scientist J—Jewish O—Other
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CO 507 50488



-quit

Oakland, CA 94612



CALL PAUL ROSE 2137  
2133

TERMINATED BY SUPPLY -  
NOT PRESENTLY EMPLOYED

P. ENT  
5-19-89

LAIRE -  
SET UP FILE

COUNCIL # 507

CALLER ELMER GREEY

UNIT # DIST.# EXP. DATE TRANSMITTAL # FILM #

JAMES H. WATSON SCOUT STORE EMPLOYEE

PHILADELPHIA COUNCIL

1963-4 YOUTH MOLESTATION  
NOT IN COURT

NOT ON OUR FILE  
NEVER REPORTED

PROBLEM (S)

REGISTRATION \_\_\_\_\_ VETERANS \_\_\_\_\_ EXPLORING \_\_\_\_\_  
SCOUTING \_\_\_\_\_ BOYS' LIFE \_\_\_\_\_

NAME P. Smith  
DATE 7-20-84