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Mr. JOHN GRAEF, Director of the Photographic Department, Jaggars-Chiles-Stovall, 522 Browder, advised his company had an opening for a new employee in about October, 1962. He said he telephonically contacted the Texas Employment Commission and talked to a lady whom through telephonic contact he had learned was familiar with the different abilities needed for employees at Jaggars-Chiles-Stovall. He said LEE HARVEY OSWALD was one of two or three individuals referred to Jaggars-Chiles-Stovall at that time and he talked to OSWALD at that time. He said the lady at Texas Employment Commission who referred OSWALD to Jaggars-Chiles-Stovall had told him that OSWALD had recently been discharged from the U. S. Marine Corps and had received a good conduct medal. He stated OSWALD indicated to him that his last occupation was words to the effect "recently discharged from the U. S. Marine Corps." He said he himself chose OSWALD for the job opening at Jaggars-Chiles-Stovall. He said that inasmuch as OSWALD was a trainee it was not expected of him that he should make any great showing at the start but that when it came time for him to show ability to produce in about the fourth month of his employment OSWALD was not making a good showing. He said his company gives trainees an opportunity to prove themselves which OSWALD did not do. He pointed out that it was entirely possible OSWALD lacked a special knack for the particular work to which he was assigned. GRAEF said he gained the impression OSWALD was trying to do his work right but just could not seem to improve.

Mr. GRAEF recalled there was no great problem with OSWALD but that he had heard of one minor misunderstanding that had arisen between OSWALD and a fellow employee wherein the fellow employee of OSWALD was using a developing tray and OSWALD appeared upset that that individual would not turn the developing tray over to OSWALD immediately. He said he had heard rumors of other disagreements but he could not recall details of these. He recalled OSWALD was apparently anxious to earn any extra money possible inasmuch as he sought Saturday work at the plant when it was available. He said he saw OSWALD reading a paper at one time during the last weeks of OSWALD's employment which OSWALD told him was in Russian language. He said OSWALD gave some plausible reason for reading this paper; that he was studying Russian and possibly had mentioned that he had become interested in Russian language in the U. S. Marine Corps.

GRAEF advised that inasmuch as the work of his company is sometimes heavier at some times of the year than others a lull came in their work at about the time he felt OSWALD could not measure up to

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on 11/30/63 at Dallas, Texas File # DL 89-43  
 by Special Agents KENNETH B. JACKSON and  
JOHN V. ALMON Date dictated 12/2/63

the job that was expected of him. He said he told OSWALD that his work was not as good as could be expected and that in view of that plus the fact he had had some friction with other employees it was best he did not continue with the company. He stated OSWALD took this calmly and made no objections.

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