



740 Colonial Drive, Baton Rouge, Louisiana 70806
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Date: 12/13/2006

Candidate Name: Jane Messiah

Social Security Number: xxxxx6427

Department: Anytown PD

The above referenced candidate has completed a liability screening utilizing the Matrix-Psychological Uniform Law Enforcement Selection Evaluation for Anytown PD.

The candidate is considered to be an unacceptable liability risk and unsuitable for armed, independent law enforcement work at this time.

During the course of this evaluation, a wide range of information and data was collected regarding the candidate's history and current status. In some cases, issues, events, or findings exceed the acceptable limits of a favorable hiring decision because the risk of liability to the department or public safety and security is deemed to be excessive. Such adverse findings are based upon the current body of scientific research and methodology in the field of police psychology as it relates to law enforcement selection. The evaluation of Jane Messiah revealed the following:

Historical Factors of Concern:

- The candidate shows an unusual pattern of multiple employment positions over a relatively brief time span. Supervisory officials should conduct a detailed inquiry into the precise reasons for this pattern.
- In previous law enforcement work, this candidate received one or more formal written reprimands, suspensions, or referrals for Fitness for Duty Evaluations. It is recommended that supervisory officials conscientiously investigate the circumstances surrounding the requirement of disciplinary action(s).

Medical or Cognitive Concerns:

- The candidate appears to possess no medical, psychiatric, or educational factors that would negatively impact independent law enforcement performance.

Psychometric Performance Criteria:

- The candidate's profile on the formal, objective testing is abnormal for the law enforcement population. Similar patterns of responding have been demonstrated to be associated with an unacceptable risk of misconduct and liability.
- This particular type of profile is invalid. The candidate's response pattern involved a level of distortion which precludes an accurate prediction of many categories of liability risk.

Administrative and supervisory personnel should review and discuss the content of the M-PULSE report with the candidate in order to verify the accuracy of information, to clarify and specify the issues endorsed by the candidate, and to delineate how the findings will be handled by the department or agency.

Robert D. Davis, Ph.D., M.P.
Police Psychologist
Medical Psychologist

**M-PULSE Profile of Jane Messiah
12/13/2006**

Prediction of Risk by Liability Category

LIABILITY INDICATORS	LOW	AVERAGE	HIGH
Interpersonal Difficulties			
Chemical Abuse/Dependency			
Off-Duty Misconduct			
Procedural and Conduct Mistakes			
Property Damage			
Misuse of Vehicle			
Motor Vehicle Accidents			
Discharge of Weapon			
Inappropriate Weapon Use		INVALID TEST*	
Unprofessional Conduct			
Excessive Force			
Racially Offensive Conduct			
Sexually Offensive Conduct			
Lawsuit Potential			
Criminal Conduct			
Reprimand/Suspension Potential			
Resignation Potential			
Termination Potential			

Note: The above comparisons do not determine the candidate's overall M-PULSE outcome. However, high risk elevations should serve as a focus for targeted training or supervision of this candidate.

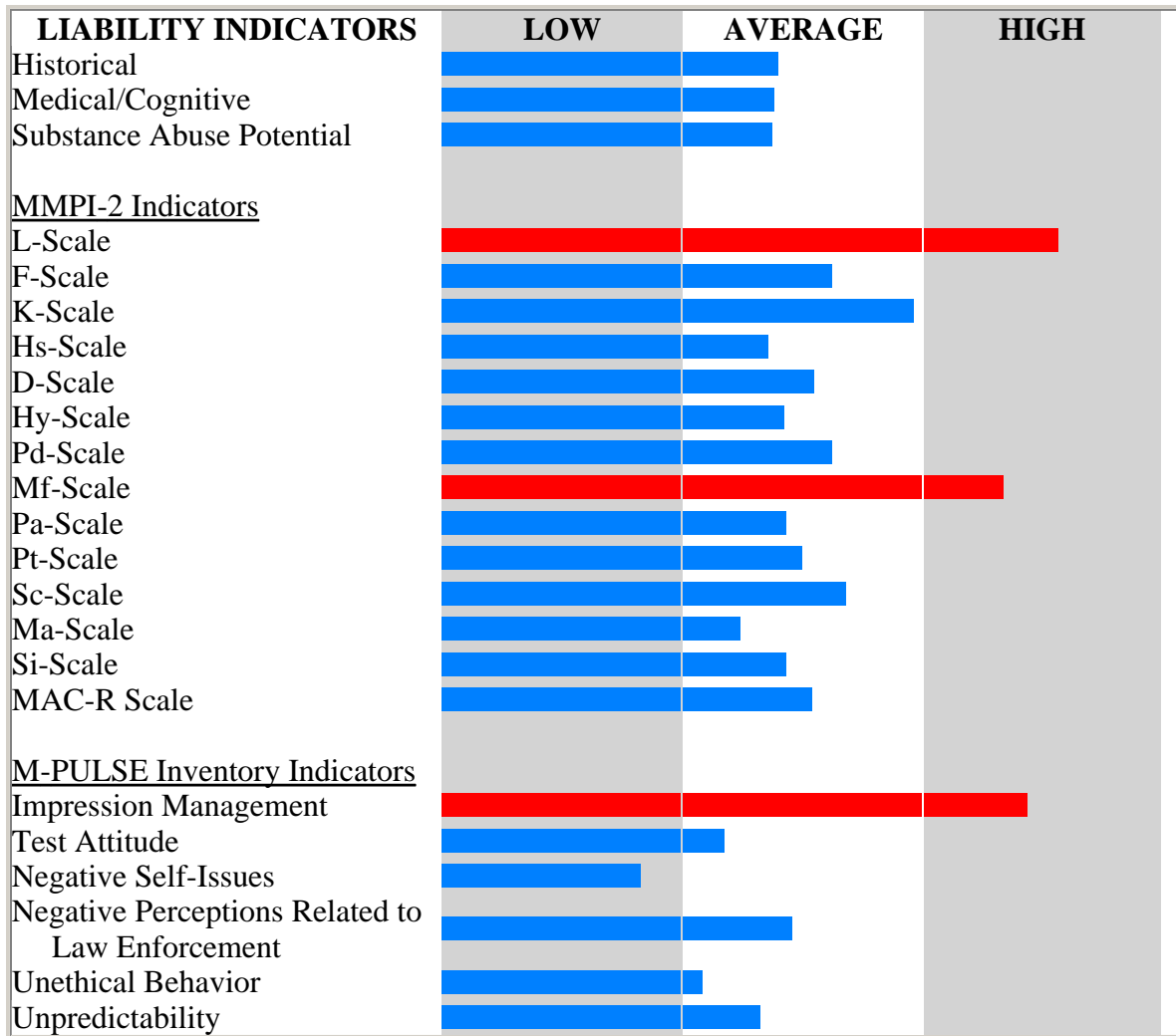
Prediction of Risk by Misconduct Index

MISCONDUCT INDICES	LOW	AVERAGE	HIGH
Immaturity Index			
Immaturity Index			
Aggression Index			
Neglect of Duty Index			
Sexual Inappropriateness Index		INVALID TEST*	
Racial Inappropriateness Index			
Reprimand/Suspension Index			
Termination Index			
Bad Cop Index			
Overall Liability Risk: HIGH			
M-PULSE Outcome: FAIL			

* See Graphs and Variables Tables

**M-PULSE Profile of Jane Messiah
12/13/2006**

**Comparison of Candidate to the Total Population of Officers in the
Current Database**



M-PULSE Summary Tables for Jane Messiah
12/13/2006
Candidate Comparison to Normative Reference Groups
Page 1 of 3

BACKGROUND VARIABLES	CANDIDATE SCORE	DEPARTMENT AVERAGE	PARISH/COUNTY AVERAGE	STATE AVERAGE	TOTAL POPULATION AVERAGE
Historical Indicators	-0.31	0.03	-0.16	-0.01	0.00
Medical/ Cognitive Indicators	-0.36	0.15	-0.18	-0.01	0.00
Substance Abuse Potential	-0.38	-0.09	-0.04	-0.01	0.00
Verbal Knowledge	-0.21	0.27	0.12	-0.02	0.00
Abstraction Ability	0.02	0.04	0.10	-0.02	0.00
Intelligence Estimate	0.00	0.14	0.13	-0.02	0.00

M-PULSE INDICES	CANDIDATE SCORE	DEPARTMENT AVERAGE	PARISH/COUNTY AVERAGE	STATE AVERAGE	TOTAL POPULATION AVERAGE
Immaturity Index	-0.89	0.00	-0.18	-0.13	0.00
Aggression Index	-0.07	0.00	-0.19	-0.10	0.00
Neglect of Duty Index	1.20	-0.08	-0.17	-0.01	0.00
Sexual Misconduct Index	0.16	0.01	-0.19	-0.06	0.00
Racial Misconduct Index	-0.18	-0.06	-0.04	0.01	0.00
Reprimand/Suspension Index	-0.50	-0.03	-0.20	-0.11	0.00

MMPI-2 VARIABLES	CANDIDATE SCORE	DEPARTMENT AVERAGE	PARISH/COUNTY AVERAGE	STATE AVERAGE	TOTAL POPULATION AVERAGE
L	2.33	-0.13	-0.10	-0.02	0.00
F	0.37	-0.15	-0.09	0.00	0.00
K	1.38	0.01	0.07	-0.03	0.00
HS	-0.43	-0.06	-0.08	-0.01	0.00
D	0.13	0.00	-0.09	0.00	0.00
HY	-0.24	0.11	-0.01	-0.01	0.00
PD	0.36	-0.11	-0.03	-0.01	0.00
MF	1.98	-0.10	0.05	0.00	0.00
PA	-0.23	-0.04	-0.02	-0.01	0.00
PT	-0.02	-0.02	-0.01	-0.01	0.00
SC	0.53	-0.13	-0.02	-0.01	0.00
MA	-0.80	-0.21	-0.04	0.01	0.00
SI	-0.21	0.05	-0.07	0.01	0.00
MAC-R	0.11	-0.20	-0.11	0.01	0.00

M-PULSE Summary Tables for Jane Messiah
12/13/2006
Candidate Comparison to Normative Reference Groups
Page 2 of 3

M-PULSE INVENTORY	CANDIDATE SCORE	DEPARTMENT AVERAGE	PARISH/COUNTY AVERAGE	STATE AVERAGE	TOTAL POPULATION AVERAGE
Validity Scales					
Impression Management	2.14	0.05	0.00	0.05	0.00
Test Attitude	-1.00	-0.14	-0.12	-0.04	0.00
Liability Scales					
Interpersonal Difficulties	0.17	-0.03	-0.12	-0.04	0.00
Chemical Abuse/Dependency	-0.38	0.02	-0.06	0.00	0.00
Off-Duty Misconduct	-0.93	-0.13	-0.08	0.01	0.00
Procedural and Conduct Mistakes	-1.61	0.10	0.02	-0.02	0.00
Property Damage	-0.35	0.12	-0.02	-0.04	0.00
Misuse of Vehicle	1.27	0.18	-0.04	0.01	0.00
Motor Vehicle Accidents	-1.45	0.13	0.06	-0.04	0.00
Discharge of Weapon	-0.31	0.11	-0.02	0.00	0.00
Inappropriate Use of Weapon	0.24	-0.06	-0.04	0.03	0.00
Unprofessional Conduct	1.54	0.13	-0.06	0.00	0.00
Excessive Force	-2.16	0.03	0.00	0.01	0.00
Racially Offensive Conduct	-1.23	0.12	-0.01	-0.04	0.00
Sexually Offensive Conduct	0.98	-0.05	-0.07	0.01	0.00
Lawsuit Potential	-0.16	0.14	0.02	0.02	0.00
Criminal Conduct	-0.72	-0.13	-0.06	0.02	0.00
Potential for Reprimand/Suspension	0.91	0.12	-0.03	-0.05	0.00
Potential for Resignation	1.54	0.18	0.05	-0.01	0.00
Potential for Termination	2.23	-0.06	0.02	-0.02	0.00

M-PULSE Summary Tables for Jane Messiah
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Page 3 of 3

M-PULSE INVENTORY	CANDIDATE SCORE	DEPARTMENT AVERAGE	PARISH/COUNTY AVERAGE	STATE AVERAGE	TOTAL POPULATION AVERAGE
Empirical Scales					
Negative Self-Issues	-1.77	-0.13	-0.11	-0.03	0.00
--- Negative Emotions	-1.77	-0.11	-0.12	-0.05	0.00
--- Egocentricism	-1.95	-0.12	-0.13	-0.05	0.00
--- Inadequate Views of Police Work	-1.02	-0.13	-0.06	0.00	0.00
--- Poor Emotional Control	-2.32	-0.13	-0.08	-0.06	0.00
Negative Perceptions Related to Law Enforcement	-0.15	-0.12	-0.10	0.01	0.00
--- Inappropriate Attitude About Use of Force	-0.77	-0.21	-0.13	-0.02	0.00
--- Overly Traditional Officer Traits	1.92	-0.01	-0.03	0.05	0.00
--- Suspiciousness	-0.81	-0.03	-0.07	0.07	0.00
Unethical Behavior	-1.26	-0.07	-0.13	-0.06	0.00
--- Lack of Personal Integrity	-2.15	0.01	-0.10	-0.05	0.00
--- Negative Views of Department/Leadership	0.39	0.05	-0.15	-0.02	0.00
--- Amorality	-1.28	0.00	-0.10	-0.07	0.00
Unpredictability	-0.53	0.02	-0.01	-0.08	0.00
--- Risk Taking	-1.38	-0.15	-0.06	-0.09	0.00
--- Novelty Seeking	0.24	0.05	0.01	-0.03	0.00
P.O.S.T. Dimensions					
Social Incompetence	-1.43	-0.06	-0.15	-0.03	0.00
Lack of Teamwork	-1.51	-0.07	-0.13	-0.03	0.00
Unreliability	-2.49	-0.04	-0.12	-0.03	0.00
Reckless Impulsivity	-1.44	-0.23	-0.13	-0.08	0.00
Rigidity	-2.35	-0.04	-0.13	-0.05	0.00
Lack of Integrity/Ethics	-2.14	-0.10	-0.11	-0.03	0.00
Emotional Instability - Stress Intolerance	-2.02	-0.17	-0.11	-0.04	0.00
Poor Decision-Making & Judgement	-2.00	-0.19	-0.14	-0.06	0.00
Passivity-Submissiveness	-2.25	-0.07	-0.10	-0.05	0.00
Substance Abuse	-1.74	-0.22	-0.04	-0.10	0.00

Department Population = 178
Parish/County Population = 4320
State Population = 9554
Total Population = 9863

Scores of zero are average. Negative scores represent lower risk and positive scores represent higher risk. In general, scores between -1.00 and +1.00 are within the average range. Scores greater than or equal to +2.00 are deviant.