



MATRIX INCORPORATED

740 Colonial Drive, Baton Rouge, Louisiana 70806
225-216-9422 Fax 225-216-1260

Date: 7/13/2005

Candidate Name: Johnny Goodfellow

Social Security Number: xxxxx0802

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 suitable for armed, independent law enforcement work.

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 or events are discovered that may be relevant, or even critical, to the department's ultimate decision regarding employment of the candidate, as well as the focus of the candidate's training, continuing education, level and frequency of supervision, etc. The evaluation of Johnny Goodfellow revealed the following:

Historical Factors of Concern:

- The candidate reports illicit drug use in the past, but not within the past two years. There is no indication of current drug use.

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 measure(s) of personality and current emotional functioning was within normal limits. No findings in the profile have been reliably or scientifically related to an unacceptable level of law enforcement job performance liability.

Training Recommendations:

- This candidate's pattern of responding resulted in an overall level of acceptable liability risk. Furthermore, the similarity of the candidate's response pattern to officers that have demonstrated each of the eighteen categories of liability or misconduct was average or less. Therefore, no specific or targeted training recommendations are warranted.

These issues are provided to assist the due diligence hiring efforts of the appropriate administrative personnel in the department or agency.

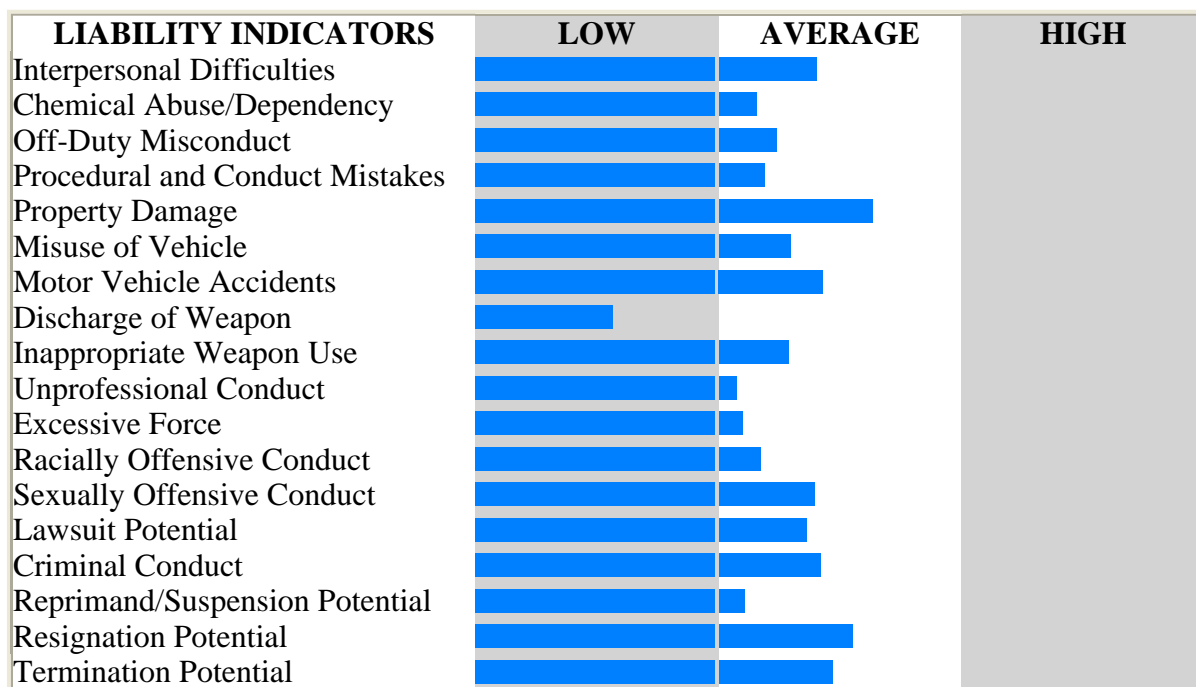
Administrative and supervisory personnel should review and discuss the content of the M-PULSE report with the candidate in order to verify the accuracy of information, to clarify and specify the issues endorsed by the candidate, and to delineate how the findings will be handled by the department or agency.

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

M-PULSE Profile of Johnny Goodfellow

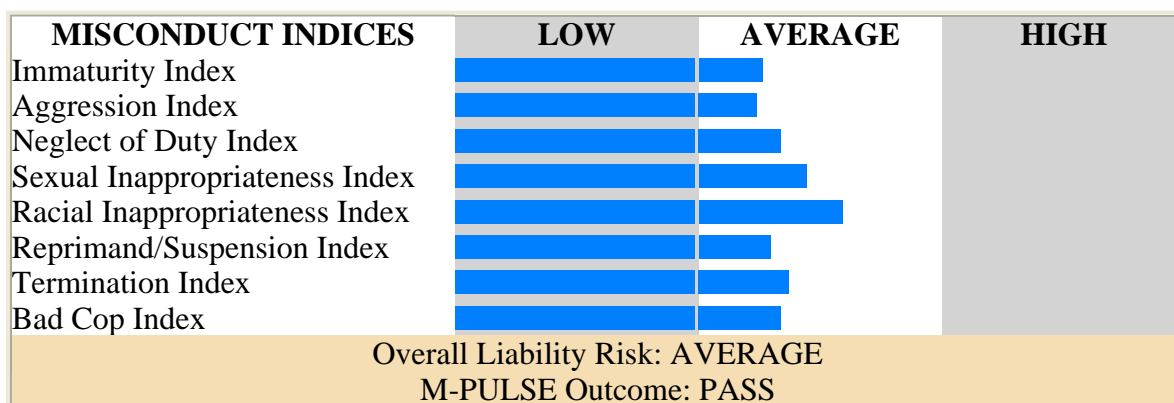
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Prediction of Risk by Liability Category



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.

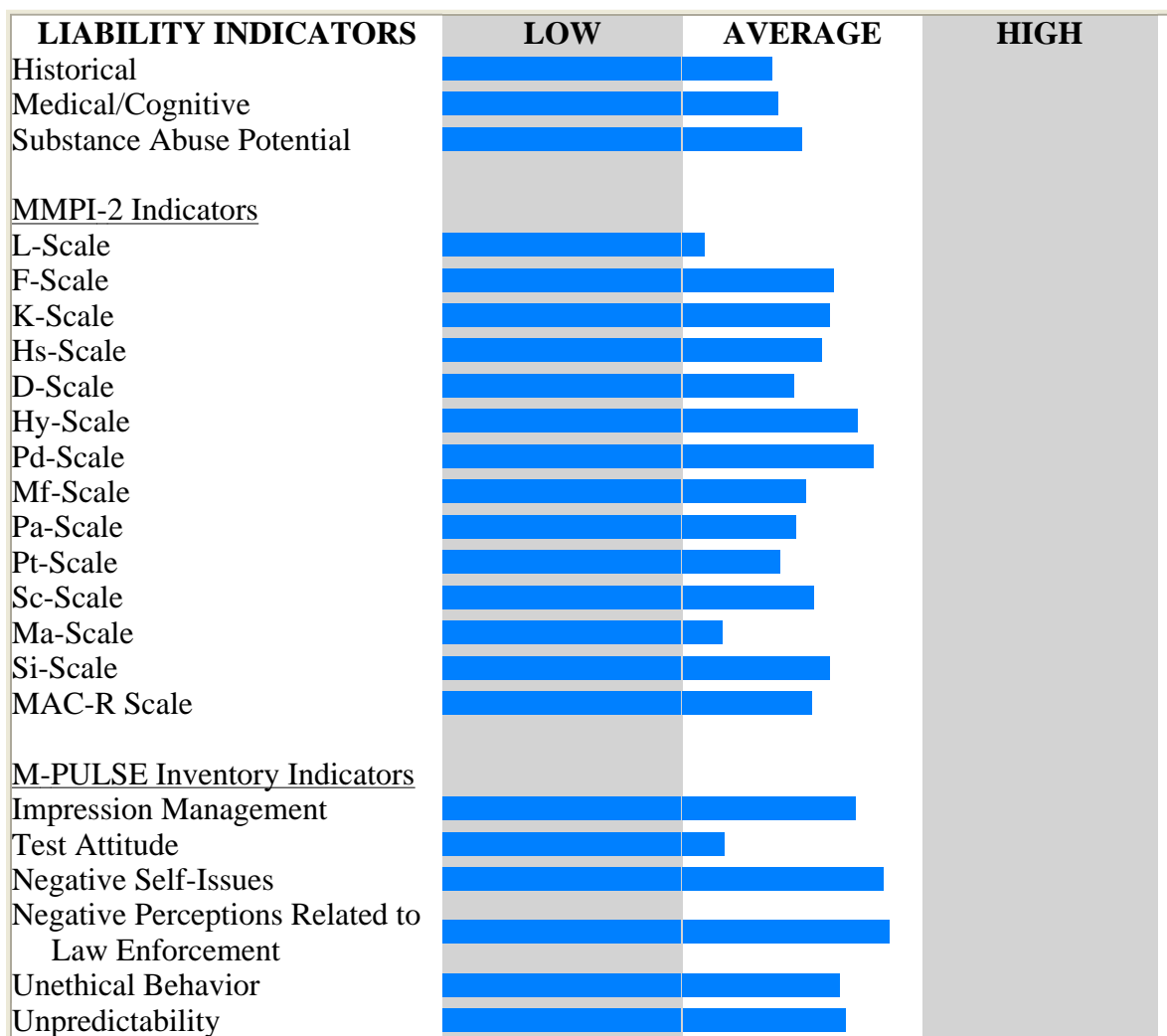
Prediction of Risk by Misconduct Index



M-PULSE Profile of Johnny Goodfellow

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



M-PULSE Summary Tables for Johnny Goodfellow
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Candidate Comparison to Normative Reference Groups
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BACKGROUND VARIABLES	CANDIDATE SCORE	DEPARTMENT AVERAGE	PARISH/COUNTY AVERAGE	STATE AVERAGE	TOTAL POPULATION AVERAGE
Historical Indicators	-0.39	0.02	-0.22	-0.01	0.00
Medical/ Cognitive Indicators	-0.31	-0.07	-0.26	-0.01	0.00
Substance Abuse Potential	-0.02	0.21	-0.10	-0.01	0.00
Verbal Knowledge	0.30	0.25	0.09	-0.01	0.00
Abstraction Ability	0.18	0.25	0.07	-0.01	0.00
Intelligence Estimate	0.31	0.29	0.09	-0.01	0.00

M-PULSE INDICES	CANDIDATE SCORE	DEPARTMENT AVERAGE	PARISH/COUNTY AVERAGE	STATE AVERAGE	TOTAL POPULATION AVERAGE
Immaturity Index	-0.71	-0.12	-0.18	-0.11	0.00
Aggression Index	-0.80	-0.20	-0.19	-0.10	0.00
Neglect of Duty Index	-0.50	-0.22	-0.11	-0.01	0.00
Sexual Misconduct Index	-0.16	-0.26	-0.17	-0.05	0.00
Racial Misconduct Index	0.29	-0.02	0.03	-0.03	0.00
Reprimand/Suspension Index	-0.62	-0.22	-0.19	-0.11	0.00

MMPI-2 VARIABLES	CANDIDATE SCORE	DEPARTMENT AVERAGE	PARISH/COUNTY AVERAGE	STATE AVERAGE	TOTAL POPULATION AVERAGE
L	-1.24	-0.22	-0.06	-0.01	0.00
F	0.38	-0.14	-0.04	0.00	0.00
K	0.33	0.03	0.05	-0.01	0.00
HS	0.23	-0.12	-0.06	-0.01	0.00
D	-0.13	-0.19	-0.06	0.00	0.00
HY	0.68	-0.09	-0.01	-0.01	0.00
PD	0.89	-0.03	-0.02	-0.01	0.00
MF	0.04	-0.40	0.01	0.00	0.00
PA	-0.10	0.00	-0.02	-0.01	0.00
PT	-0.29	0.00	0.00	-0.01	0.00
SC	0.14	-0.13	0.01	-0.01	0.00
MA	-1.02	-0.07	0.00	0.00	0.00
SI	0.34	-0.14	-0.06	0.00	0.00
MAC-R	0.12	0.00	0.00	0.00	0.00

M-PULSE Summary Tables for Johnny Goodfellow
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M-PULSE INVENTORY	CANDIDATE SCORE	DEPARTMENT AVERAGE	PARISH/COUNTY AVERAGE	STATE AVERAGE	TOTAL POPULATION AVERAGE
Validity Scales					
Impression Management	0.65	-0.03	0.01	0.05	0.00
Test Attitude	-1.00	-0.25	-0.11	-0.04	0.00
Liability Scales					
Interpersonal Difficulties	1.06	-0.15	-0.09	-0.03	0.00
Chemical Abuse/Dependency	-1.06	0.12	-0.05	-0.02	0.00
Off-Duty Misconduct	-0.16	0.04	-0.06	-0.02	0.00
Procedural and Conduct Mistakes	0.95	0.24	0.02	0.00	0.00
Property Damage	1.18	0.15	0.00	-0.01	0.00
Misuse of Vehicle	0.78	0.05	-0.03	0.00	0.00
Motor Vehicle Accidents	-0.44	0.06	0.05	0.00	0.00
Discharge of Weapon	-1.93	-0.02	0.00	0.00	0.00
Inappropriate Use of Weapon	-1.25	-0.03	-0.04	-0.01	0.00
Unprofessional Conduct	-2.48	0.01	-0.04	0.00	0.00
Excessive Force	-1.37	-0.05	-0.01	-0.01	0.00
Racially Offensive Conduct	-1.90	0.01	0.02	-0.01	0.00
Sexually Offensive Conduct	-0.42	-0.06	-0.06	-0.01	0.00
Lawsuit Potential	-0.53	-0.02	-0.02	-0.01	0.00
Criminal Conduct	0.60	0.30	-0.05	0.00	0.00
Potential for Reprimand/Suspension	-1.72	-0.32	0.01	0.01	0.00
Potential for Resignation	0.34	0.07	0.05	0.03	0.00
Potential for Termination	0.84	0.12	0.00	0.00	0.00

M-PULSE Summary Tables for Johnny Goodfellow
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M-PULSE INVENTORY	CANDIDATE SCORE	DEPARTMENT AVERAGE	PARISH/COUNTY AVERAGE	STATE AVERAGE	TOTAL POPULATION AVERAGE
Empirical Scales					
Negative Self-Issues	1.00	0.14	0.09	0.01	0.00
--- Negative Emotions	0.85	0.17	0.11	0.04	0.00
--- Egocentricism	1.32	0.13	0.11	0.03	0.00
--- Inadequate Views of Police Work	-0.44	-0.13	-0.07	-0.01	0.00
--- Poor Emotional Control	0.23	-0.05	0.06	0.04	0.00
Negative Perceptions Related to Law Enforcement	1.08	0.13	0.09	0.05	0.00
--- Inappropriate Attitude About Use of Force	1.33	0.09	0.11	0.05	0.00
--- Overly Traditional Officer Traits	0.93	0.17	0.03	0.02	0.00
--- Suspiciousness	0.55	0.09	0.11	0.06	0.00
Unethical Behavior	0.46	-0.07	0.13	0.06	0.00
--- Lack of Personal Integrity	1.33	-0.04	0.09	0.05	0.00
--- Negative Views of Department/Leadership	-0.39	0.09	0.18	0.06	0.00
--- Amoral	0.05	-0.23	0.09	0.03	0.00
Unpredictability	0.52	-0.19	-0.08	0.01	0.00
--- Risk Taking	0.59	-0.16	-0.01	0.02	0.00
--- Novelty Seeking	0.56	-0.13	-0.07	-0.01	0.00
P.O.S.T. Dimensions					
Social Incompetence	-0.67	-0.06	-0.16	-0.07	0.00
Lack of Teamwork	-0.17	-0.08	-0.13	-0.05	0.00
Unreliability	-1.44	-0.09	-0.09	-0.04	0.00
Reckless Impulsivity	-1.44	-0.03	-0.10	-0.06	0.00
Rigidity	-1.67	0.00	-0.12	-0.06	0.00
Lack of Integrity/Ethics	-1.55	-0.02	-0.08	-0.04	0.00
Emotional Instability - Stress Intolerance	-0.95	-0.17	-0.12	-0.04	0.00
Poor Decision-Making & Judgement	-0.58	-0.11	-0.12	-0.05	0.00
Passivity-Submissiveness	-0.93	-0.07	-0.10	-0.03	0.00
Substance Abuse	-1.42	0.07	0.00	-0.02	0.00

Department Population = 167
Parish/County Population = 2547
State Population = 7316
Total Population = 7366

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.