



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

Date: 2/4/2010

Candidate Name: Johnny Risky

Social Security Number: xxxxx4134

Department: Major SO

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

The candidate is considered suitable for armed, independent law enforcement work, provided the department or agency can address the elevated liabilities through additional training, supervision, or disciplinary contract to further demonstrate their due diligence in mitigating the predicted liabilities.

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 Risky revealed the following:

Historical Factors of Concern:

- Information obtained from structured interview and the biographical data questionnaire reveal no historical factors of significant concern which are known to be related to law enforcement liability.

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 revealed at least one elevation of import, but the finding(s) did not exceed acceptable risk for law enforcement employment.

Training Recommendations:

Although this candidate's overall level of liability risk is acceptable, the pattern of responding was indicative of high risk potential in one or more categories.

- **Misuse of Vehicle:** This candidate was similar in response profile to officers that have demonstrated the misuse of official vehicles. This misuse has historically involved the incorrect or inappropriate use of emergency lights, speeding, recklessness, unnecessary or dangerous pursuit, unauthorized passenger or use, etc. This category also involves the purchase or possession of alcohol while in the unit. The department will be well advised to clearly delineate agency regulations in this regard so that any potential violations are not subject to ambiguity.
- **Criminal Conduct:** This candidate's pattern of responding is similar to that of officers who have actually been arrested, charged, detained, or convicted of criminal activity or corruption involving misdemeanor or felony level offenses (whether or not the criminal activity was committed under color of law). A candidate's high risk potential in this category should prompt police executives and supervisory personnel to carefully examine the specific misconduct predictions (e.g., excessive force, sexual inappropriateness, racially offensive conduct, etc.) to identify the candidate's potential areas of vulnerability, and establish an appropriate plan for the unique training and supervision needs of this candidate.

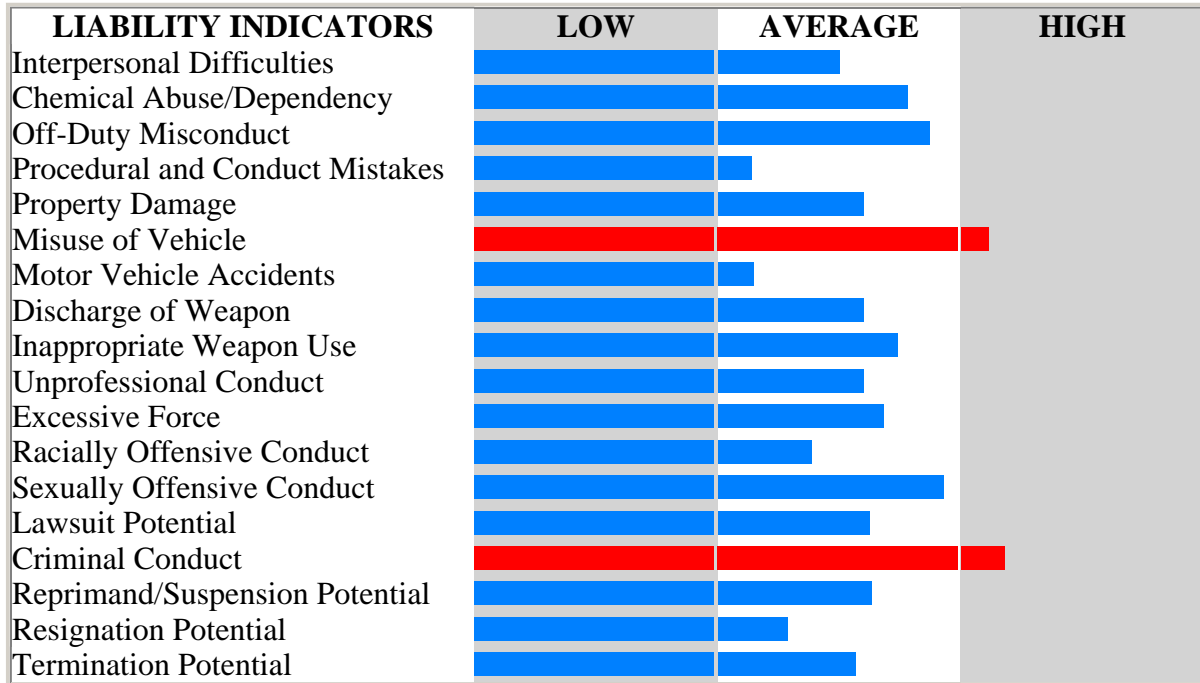
These issues are provided to assist the due diligence hiring efforts of the appropriate administrative personnel in the department or agency.

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
Medical Psychologist

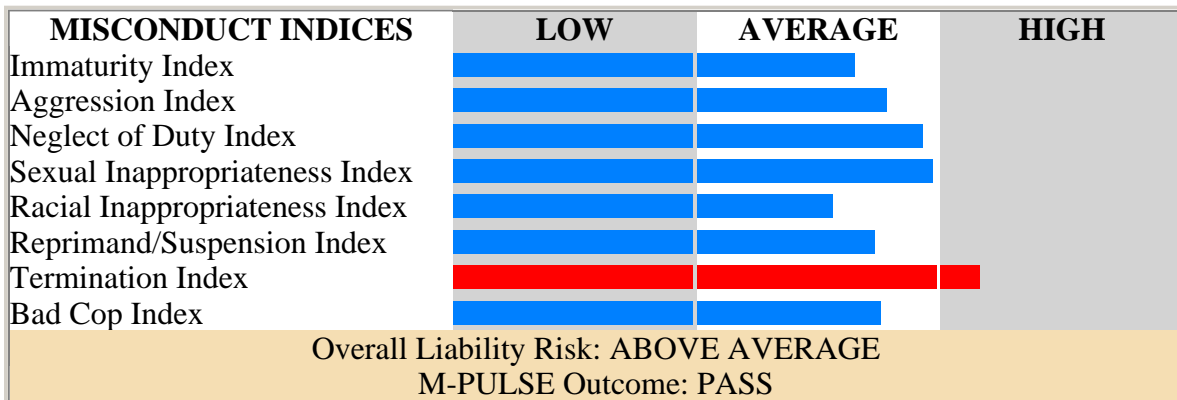
M-PULSE Profile of Johnny Risky
2/4/2010

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 Summary Tables for Johnny Risky
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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 | -0.15 | 0.00 | 0.03 | -0.01 | 0.00 |
| Medical/ Cognitive Indicators | -0.26 | -0.13 | -0.04 | -0.01 | 0.00 |
| Substance Abuse Potential | 0.03 | 0.00 | -0.03 | -0.01 | 0.00 |
| Verbal Knowledge | -1.50 | 0.03 | -0.05 | -0.02 | 0.00 |
| Abstraction Ability | 0.02 | 0.13 | 0.09 | -0.02 | 0.00 |
| Intelligence Estimate | -0.63 | 0.13 | 0.03 | -0.02 | 0.00 |

| M-PULSE INDICES | CANDIDATE SCORE | DEPARTMENT AVERAGE | PARISH/COUNTY AVERAGE | STATE AVERAGE | TOTAL POPULATION AVERAGE |
|----------------------------|------------------------|---------------------------|------------------------------|----------------------|---------------------------------|
| Immaturity Index | 0.45 | -0.02 | -0.07 | -0.13 | 0.00 |
| Aggression Index | 0.86 | -0.03 | -0.08 | -0.10 | 0.00 |
| Neglect of Duty Index | 1.31 | 0.03 | -0.01 | -0.01 | 0.00 |
| Sexual Misconduct Index | 1.44 | -0.20 | -0.10 | -0.06 | 0.00 |
| Racial Misconduct Index | 0.17 | 0.11 | 0.17 | 0.01 | 0.00 |
| Reprimand/Suspension Index | 0.70 | -0.05 | -0.07 | -0.11 | 0.00 |

| MMPI-2 VARIABLES | CANDIDATE SCORE | DEPARTMENT AVERAGE | PARISH/COUNTY AVERAGE | STATE AVERAGE | TOTAL POPULATION AVERAGE |
|-------------------------|------------------------|---------------------------|------------------------------|----------------------|---------------------------------|
| L | 1.33 | -0.13 | 0.18 | -0.02 | 0.00 |
| F | 0.77 | 0.08 | -0.07 | 0.00 | 0.00 |
| K | 0.32 | -0.21 | 0.06 | -0.03 | 0.00 |
| HS | 0.23 | -0.27 | -0.05 | -0.01 | 0.00 |
| D | 0.83 | 0.02 | 0.02 | 0.00 | 0.00 |
| HY | -1.42 | -0.23 | -0.08 | -0.01 | 0.00 |
| PD | 1.25 | -0.08 | -0.05 | -0.01 | 0.00 |
| MF | -0.51 | -0.12 | -0.25 | 0.00 | 0.00 |
| PA | -1.16 | -0.31 | -0.16 | -0.01 | 0.00 |
| PT | 0.54 | -0.24 | -0.08 | -0.01 | 0.00 |
| SC | 1.07 | -0.30 | -0.12 | -0.01 | 0.00 |
| MA | 0.45 | -0.05 | -0.10 | 0.01 | 0.00 |
| SI | -0.21 | 0.07 | 0.00 | 0.01 | 0.00 |
| MAC-R | 1.52 | -0.01 | -0.04 | 0.01 | 0.00 |

M-PULSE Summary Tables for Johnny Risky
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| M-PULSE INVENTORY | CANDIDATE SCORE | DEPARTMENT AVERAGE | PARISH/COUNTY AVERAGE | STATE AVERAGE | TOTAL POPULATION AVERAGE |
|------------------------------------|------------------------|---------------------------|------------------------------|----------------------|---------------------------------|
| Validity Scales | | | | | |
| Impression Management | 0.80 | -0.18 | 0.12 | 0.05 | 0.00 |
| Test Attitude | 0.40 | 0.04 | 0.04 | -0.04 | 0.00 |
| Liability Scales | | | | | |
| Interpersonal Difficulties | -0.50 | 0.01 | 0.09 | -0.04 | 0.00 |
| Chemical Abuse/Dependency | 0.90 | 0.21 | 0.10 | 0.00 | 0.00 |
| Off-Duty Misconduct | 1.10 | 0.17 | 0.03 | 0.01 | 0.00 |
| Procedural and Conduct Mistakes | -0.30 | 0.33 | 0.11 | -0.02 | 0.00 |
| Property Damage | 0.30 | -0.03 | -0.05 | -0.04 | 0.00 |
| Misuse of Vehicle | 2.10 | -0.01 | 0.03 | 0.01 | 0.00 |
| Motor Vehicle Accidents | -0.40 | 0.03 | -0.06 | -0.04 | 0.00 |
| Discharge of Weapon | 0.50 | -0.02 | 0.00 | 0.00 | 0.00 |
| Inappropriate Use of Weapon | 0.00 | 0.15 | 0.05 | 0.03 | 0.00 |
| Unprofessional Conduct | 1.00 | 0.05 | -0.04 | 0.00 | 0.00 |
| Excessive Force | 0.60 | 0.00 | 0.01 | 0.01 | 0.00 |
| Racially Offensive Conduct | 0.20 | 0.15 | -0.04 | -0.04 | 0.00 |
| Sexually Offensive Conduct | 0.40 | -0.10 | -0.01 | 0.01 | 0.00 |
| Lawsuit Potential | 0.50 | -0.07 | 0.00 | 0.02 | 0.00 |
| Criminal Conduct | 1.60 | 0.29 | 0.15 | 0.02 | 0.00 |
| Potential for Reprimand/Suspension | 0.30 | -0.17 | -0.10 | -0.05 | 0.00 |
| Potential for Resignation | -0.80 | -0.21 | -0.12 | -0.01 | 0.00 |
| Potential for Termination | 0.70 | -0.09 | -0.12 | -0.02 | 0.00 |

M-PULSE Summary Tables for Johnny Risky
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| M-PULSE INVENTORY | CANDIDATE SCORE | DEPARTMENT AVERAGE | PARISH/COUNTY AVERAGE | STATE AVERAGE | TOTAL POPULATION AVERAGE |
|---|------------------------|---------------------------|------------------------------|----------------------|---------------------------------|
| Empirical Scales | | | | | |
| Negative Self-Issues | 0.10 | 0.09 | 0.04 | -0.03 | 0.00 |
| --- Negative Emotions | -0.30 | 0.10 | -0.03 | -0.05 | 0.00 |
| --- Egocentricism | 0.50 | 0.13 | 0.01 | -0.05 | 0.00 |
| --- Inadequate Views of Police Work | -0.20 | 0.07 | 0.10 | 0.00 | 0.00 |
| --- Poor Emotional Control | -0.30 | 0.32 | -0.03 | -0.06 | 0.00 |
| Negative Perceptions Related to Law Enforcement | 2.00 | 0.28 | 0.06 | 0.01 | 0.00 |
| --- Inappropriate Attitude About Use of Force | 1.80 | 0.27 | 0.05 | -0.02 | 0.00 |
| --- Overly Traditional Officer Traits | 2.40 | 0.14 | 0.04 | 0.05 | 0.00 |
| --- Suspiciousness | 1.60 | 0.35 | 0.19 | 0.07 | 0.00 |
| Unethical Behavior | 1.90 | 0.35 | 0.08 | -0.06 | 0.00 |
| --- Lack of Personal Integrity | 0.70 | 0.30 | 0.02 | -0.05 | 0.00 |
| --- Negative Views of Department/Leadership | 2.70 | 0.17 | 0.08 | -0.02 | 0.00 |
| --- Amoralty | 1.80 | 0.41 | 0.05 | -0.07 | 0.00 |
| Unpredictability | -0.50 | -0.06 | -0.18 | -0.08 | 0.00 |
| --- Risk Taking | -0.80 | 0.06 | -0.17 | -0.09 | 0.00 |
| --- Novelty Seeking | 0.00 | -0.26 | -0.12 | -0.03 | 0.00 |
| P.O.S.T. Dimensions | | | | | |
| Social Incompetence | 0.70 | 0.24 | 0.11 | -0.03 | 0.00 |
| Lack of Teamwork | 1.20 | 0.13 | 0.05 | -0.03 | 0.00 |
| Unreliability | 0.50 | 0.23 | 0.07 | -0.03 | 0.00 |
| Reckless Impulsivity | 0.50 | 0.30 | -0.03 | -0.08 | 0.00 |
| Rigidity | 1.30 | 0.38 | 0.06 | -0.05 | 0.00 |
| Lack of Integrity/Ethics | 1.80 | 0.41 | 0.09 | -0.03 | 0.00 |
| Emotional Instability - Stress Intolerance | -0.60 | 0.15 | 0.01 | -0.04 | 0.00 |
| Poor Decision-Making & Judgement | -0.60 | -0.05 | 0.00 | -0.06 | 0.00 |
| Passivity-Submissiveness | -0.60 | 0.05 | -0.02 | -0.05 | 0.00 |
| Substance Abuse | -0.50 | -0.03 | -0.11 | -0.10 | 0.00 |

Department Population = 80
Parish/County Population = 453
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.