



Date: 9/23/2010

Candidate Name: Johnny Trainable

Social Security Number: xxxxx8971

Department: Major County Sheriff's Department

The above referenced candidate has completed a liability screening utilizing the Matrix-Psychological Uniform Law Enforcement Selection Evaluation for Major County Sheriff's Department.

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 were 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 Trainable revealed the following:

Historical Factors of Concern:

- The candidate has received negative comments/warnings during previous employment due to negligence on the candidate's part. Investigation into this issue by supervisory officials is indicated.
- The candidate endorses an unfavorable departure (e.g., discharged, asked to resign, quit under pressure, etc.) from employment in the past. While this is not unusual, nor does it imply a problem for the candidate, supervisory officials may wish to investigate the details and circumstances of the employment separation.

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:

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.
- **Excessive Force:** This candidate's approach to the liability assessment was similar to that of officers who have demonstrated excessive force or physically aggressive behaviors that are inappropriate. This category of liability usually involves a significant discrepancy between the level of resistance and the level of control necessary in a given encounter. These discrepancies may be the result of failure to accurately determine the level of resistance encountered or failure to de-escalate in a timely manner. In officers with this risk potential, One Plus One Theory systems of DT may be of greater benefit than Total Control Theory systems. Overall, the probability of exhibiting excessive force may be attenuated or lessened with broad based departmental policies for minimum physical fitness standards, clearly documenting the candidate's specific understanding of the department's Use of Force continuum and policy, greater opportunities for DT training (PPCT, Monadnock, ASP, SSGT, etc.), periodic DT re-certification requirements, and/or requiring the candidate to attain and maintain DT instructor credentials.

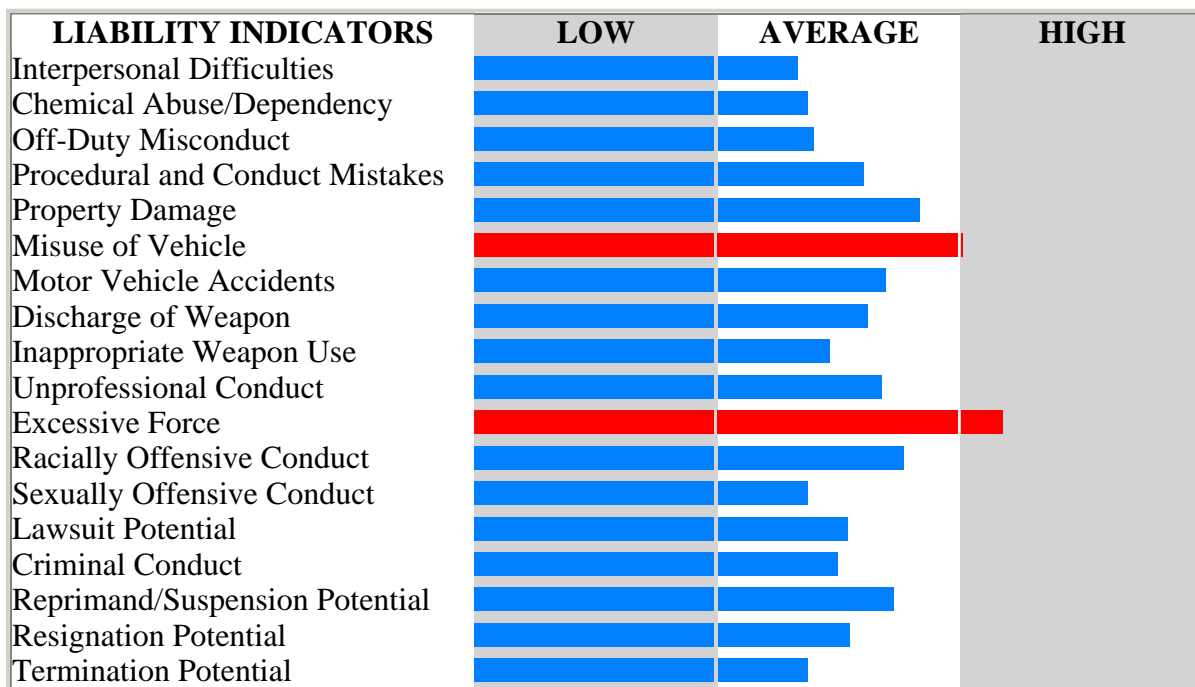
These issues are provided to assist the due diligence hiring efforts of the appropriate administrative personnel in the department or agency.

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

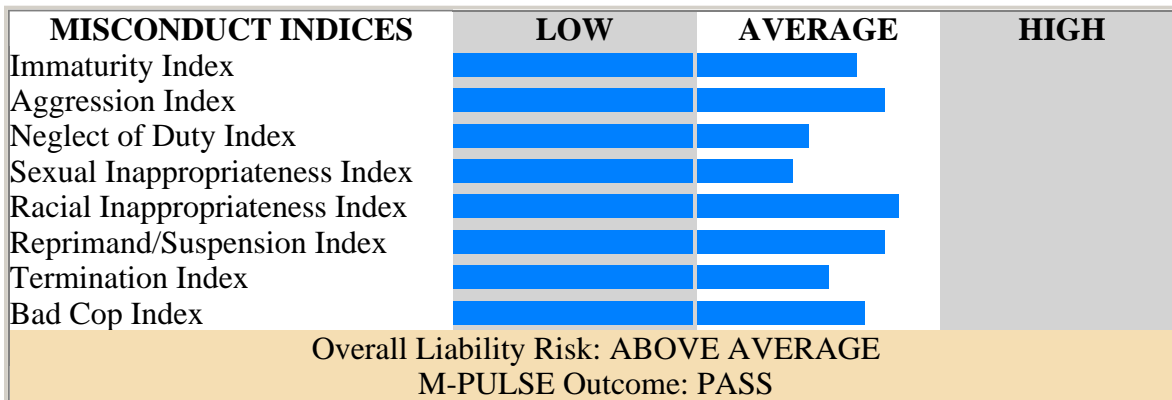
M-PULSE Profile of Johnny Trainable 9/23/2010

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 Trainable
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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	-0.35	-0.12	-0.15	-0.01	0.00
Medical/ Cognitive Indicators	-0.27	-0.05	-0.01	-0.01	0.00
Substance Abuse Potential	-1.30	-0.35	-0.43	-0.01	0.00
Verbal Knowledge	0.70	-0.27	-0.19	-0.02	0.00
Abstraction Ability	0.16	-0.12	-0.25	-0.02	0.00
Intelligence Estimate	0.41	-0.19	-0.28	-0.03	0.00

M-PULSE INDICES	CANDIDATE SCORE	DEPARTMENT AVERAGE	PARISH/COUNTY AVERAGE	STATE AVERAGE	TOTAL POPULATION AVERAGE
Immaturity Index	0.49	0.22	0.25	-0.15	0.00
Aggression Index	0.84	0.16	0.27	-0.10	0.00
Neglect of Duty Index	-0.12	0.18	0.33	0.00	0.00
Sexual Misconduct Index	-0.31	0.01	0.24	-0.05	0.00
Racial Misconduct Index	1.00	0.21	0.36	-0.02	0.00
Reprimand/Suspension Index	0.83	0.15	0.26	-0.12	0.00

MMPI-2 VARIABLES	CANDIDATE SCORE	DEPARTMENT AVERAGE	PARISH/COUNTY AVERAGE	STATE AVERAGE	TOTAL POPULATION AVERAGE
L	-0.16	0.02	0.15	-0.02	0.00
F	-0.84	-0.22	-0.31	0.01	0.00
K	0.53	-0.19	-0.06	-0.03	0.00
HS	-0.17	-0.11	-0.03	-0.01	0.00
D	-0.42	-0.10	-0.03	0.00	0.00
HY	-0.24	-0.12	-0.07	-0.01	0.00
PD	-0.53	-0.10	-0.17	-0.01	0.00
MF	-0.88	-0.33	-0.34	0.00	0.00
PA	-0.58	-0.17	-0.27	-0.01	0.00
PT	-0.59	-0.28	-0.25	-0.01	0.00
SC	-0.81	-0.26	-0.29	-0.01	0.00
MA	-1.61	0.06	-0.14	0.01	0.00
SI	-0.75	0.02	0.02	0.01	0.00
MAC-R	-0.53	0.16	0.02	0.01	0.00

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M-PULSE INVENTORY	CANDIDATE SCORE	DEPARTMENT AVERAGE	PARISH/COUNTY AVERAGE	STATE AVERAGE	TOTAL POPULATION AVERAGE
Validity Scales					
Impression Management	-1.11	0.17	0.17	0.05	0.00
Test Attitude	-0.30	0.00	0.12	-0.04	0.00
Liability Scales					
Interpersonal Difficulties	-0.70	0.07	0.19	-0.04	0.00
Chemical Abuse/Dependency	0.90	0.27	0.34	0.00	0.00
Off-Duty Misconduct	-2.30	0.02	0.20	0.01	0.00
Procedural and Conduct Mistakes	-0.80	-0.03	-0.09	-0.03	0.00
Property Damage	-0.20	-0.01	0.02	-0.05	0.00
Misuse of Vehicle	0.80	-0.09	-0.05	0.01	0.00
Motor Vehicle Accidents	-0.10	0.01	0.04	-0.05	0.00
Discharge of Weapon	1.30	0.02	-0.06	0.00	0.00
Inappropriate Use of Weapon	-1.20	-0.03	0.07	0.03	0.00
Unprofessional Conduct	-0.40	0.21	0.20	0.00	0.00
Excessive Force	2.50	0.10	0.06	0.01	0.00
Racially Offensive Conduct	-1.00	-0.02	-0.07	-0.04	0.00
Sexually Offensive Conduct	-1.40	0.05	0.09	0.01	0.00
Lawsuit Potential	0.80	-0.14	-0.09	0.02	0.00
Criminal Conduct	1.50	0.21	0.21	0.03	0.00
Potential for Reprimand/Suspension	0.50	-0.05	-0.08	-0.06	0.00
Potential for Resignation	1.40	-0.20	-0.13	-0.01	0.00
Potential for Termination	1.00	-0.12	-0.04	-0.02	0.00

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M-PULSE INVENTORY	CANDIDATE SCORE	DEPARTMENT AVERAGE	PARISH/COUNTY AVERAGE	STATE AVERAGE	TOTAL POPULATION AVERAGE
Empirical Scales					
Negative Self-Issues	-2.00	0.02	0.02	-0.04	0.00
--- Negative Emotions	-1.90	0.01	-0.01	-0.06	0.00
--- Egocentricism	-2.00	0.12	0.10	-0.06	0.00
--- Inadequate Views of Police Work	-1.40	0.10	0.07	-0.01	0.00
--- Poor Emotional Control	-1.11	-0.02	-0.08	-0.07	0.00
Negative Perceptions Related to Law Enforcement	-0.70	0.08	0.10	0.02	0.00
--- Inappropriate Attitude About Use of Force	-1.00	0.12	0.15	-0.02	0.00
--- Overly Traditional Officer Traits	0.80	0.25	0.28	0.06	0.00
--- Suspiciousness	-1.00	0.20	0.20	0.08	0.00
Unethical Behavior	-1.20	0.00	0.02	-0.06	0.00
--- Lack of Personal Integrity	-1.60	-0.02	-0.01	-0.06	0.00
--- Negative Views of Department/Leadership	-0.40	0.00	0.02	-0.01	0.00
--- Amorality	-0.80	0.07	-0.04	-0.07	0.00
Unpredictability	-0.20	0.05	-0.13	-0.09	0.00
--- Risk Taking	-1.60	-0.04	-0.24	-0.10	0.00
--- Novelty Seeking	0.40	-0.01	-0.17	-0.04	0.00
P.O.S.T. Dimensions					
Social Incompetence	-1.60	0.02	0.00	-0.03	0.00
Lack of Teamwork	-1.80	0.01	0.06	-0.03	0.00
Unreliability	-1.40	0.20	0.11	-0.04	0.00
Reckless Impulsivity	-1.80	0.02	-0.09	-0.09	0.00
Rigidity	-1.80	0.00	0.07	-0.05	0.00
Lack of Integrity/Ethics	-1.60	0.00	0.00	-0.03	0.00
Emotional Instability - Stress Intolerance	-2.10	-0.05	0.02	-0.04	0.00
Poor Decision-Making & Judgement	-1.70	0.04	0.11	-0.07	0.00
Passivity-Submissiveness	-1.90	-0.14	-0.12	-0.05	0.00
Substance Abuse	-2.30	-0.21	-0.42	-0.11	0.00

Department Population = 62
Parish/County Population = 97
State Population = 10028
Total Population = 10392

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.