

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

Date: 5/5/2008

Candidate Name: Johnny Risky

Social Security Number: xxxxx3687

Department: Big City PD

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

The candidate is considered suitable for armed, independent law enforcement work, provided the department or agency addresses 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:

• 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.

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.

- Chemical Abuse/Dependency: As the name implies, the style of responding by this candidate is seen in officers whose problematic use or abuse of chemicals has become the focus of concern for the department or agency. A reasonable approach to this potential may involve making the candidate aware of its presence and providing information regarding the resources available through the department or its insurers for education and/or treatment should the need arise. The candidate should also be advised of the department's potential responses to hints or awareness of any problematic chemical use on the part of the candidate. This may include disciplinary remedies, a fitness for duty evaluation, required educational pursuits, formal treatment interventions, etc.
- Off-Duty Misconduct: Officers with response patterns similar to that of this candidate demonstrate off-duty misconduct. This liability category involves the significant breach of judgment and propriety that has come to the attention of the department or agency. Numerous behaviors fall into this category including, but not limited to, drunkenness, fighting, and any behavior considered "conduct unbecoming an officer" that occurs off duty. This also includes those behaviors with a high likelihood of damaging the reputation of the department and the law enforcement profession in the eyes of the public. Issues related to the impact of off-duty behaviors on the departments reputation should be discussed with the candidate as well as the disciplinary remedies for these types of conduct transgressions.
- Procedural and Conduct Mistakes: Frequent procedural and conduct mistakes are relatively common within the context of the early phase of knowledge acquisition for a large percentage of rookie officers. This candidate appears to possess a higher than average risk based upon the similarity of his/her response style to the experiences of previous officers. Every reasonable effort should be made to provide the candidate with access to (and ensure the coverage of) the department's General Orders, policies and procedures, and other relevant guidelines. Combining these strategies with a strong and diligent FTO program is viewed as a reasonable safeguard to minimize this liability and facilitate the candidate's professional transition and success in the department.
- 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.

• **Termination:** The analysis of this candidate's response style shows great similarity to that of officers whose behavior or conduct has resulted in termination for cause. There are many different reasons for terminations including the failure to complete training or otherwise meet the conditional requirements for employment, failure to comply with department regulations, insubordination, excessive citizen complaints, criminal activity/corruption, neglect of duty, absenteeism, etc. The police executive should carefully review this candidate's specific liability risk profile to determine the most likely category/categories of misconduct. This may allow planning the most appropriate strategies for preventing misconduct frequency and/or severity, and minimizing the likelihood of the serious disciplinary response of termination.

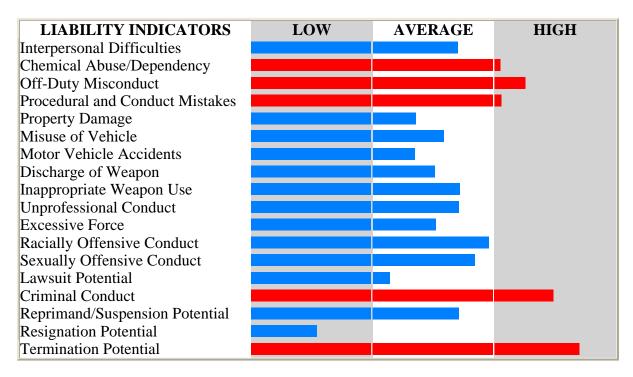
These issues are provided to assist the due diligence hiring efforts of the appropriate administrative personnel in the department or agency.

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

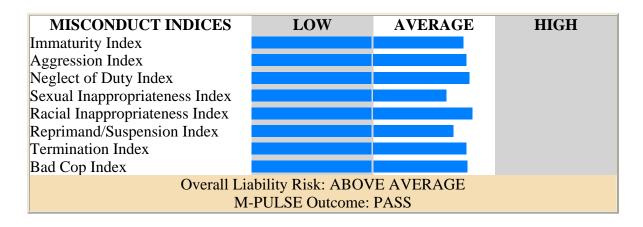
M-PULSE Profile of Johnny Risky 5/5/2008

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 5/5/2008 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	-0.45	0.05	0.05	-0.01	0.00
Medical/ Cognitive Indicators	-0.23	0.02	0.06	-0.01	0.00
Substance Abuse Potential	-0.90	-0.18	-0.14	-0.01	0.00
Verbal Knowledge	0.43	-0.51	-0.57	-0.01	0.00
Abstraction Ability	0.91	-0.19	-0.40	-0.01	0.00
Intelligence Estimate	0.83	-0.38	-0.53	-0.01	0.00

M-PULSE INDICES	CANDIDATE SCORE	DEPARTMENT AVERAGE	PARISH/COUNTY AVERAGE	STATE AVERAGE	TOTAL POPULATION AVERAGE
Immaturity Index	0.74	-0.05	-0.02	-0.11	0.00
Aggression Index	0.81	-0.04	-0.01	-0.10	0.00
Neglect of Duty Index	0.87	0.18	0.15	-0.01	0.00
Sexual Misconduct Index	0.30	-0.03	0.05	-0.05	0.00
Racial Misconduct Index	0.96	0.05	-0.04	-0.03	0.00
Reprimand/Suspension Index	0.47	-0.08	-0.03	-0.11	0.00

MMPI-2 VARIABLES	CANDIDATE SCORE	DEPARTMENT AVERAGE	PARISH/COUNTY AVERAGE	STATE AVERAGE	TOTAL POPULATION AVERAGE
L	0.61	0.22	0.18	-0.01	0.00
F	-0.42	-0.18	-0.22	0.00	0.00
K	1.61	-0.23	-0.18	-0.01	0.00
HS	0.23	0.05	0.07	-0.01	0.00
D	0.84	0.05	0.04	0.00	0.00
HY	0.42	0.00	0.01	-0.01	0.00
PD	1.52	-0.23	-0.19	-0.01	0.00
MF	-0.71	-0.23	-0.21	0.00	0.00
PA	0.71	-0.50	-0.46	-0.01	0.00
PT	0.83	-0.36	-0.31	-0.01	0.00
SC	0.41	-0.44	-0.40	-0.01	0.00
MA	-1.59	-0.06	-0.01	0.00	0.00
SI	-0.21	0.19	0.19	0.00	0.00
MAC-R	-0.52	0.00	0.00	0.00	0.00

M-PULSE Summary Tables for Johnny Risky 5/5/2008 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	-0.20	0.02	0.07	0.05	0.00
Test Attitude	-0.34	0.47	0.41	-0.04	0.00
Liability Scales					
Interpersonal Difficulties	0.36	0.11	0.06	-0.04	0.00
Chemical Abuse/Dependency	2.36	0.17	0.11	-0.02	0.00
Off-Duty Misconduct	0.41	0.13	0.03	-0.02	0.00
Procedural and Conduct Mistakes	1.18	-0.14	-0.14	0.00	0.00
Property Damage	-0.42	-0.31	-0.27	-0.01	0.00
Misuse of Vehicle	-0.09	-0.15	-0.12	0.00	0.00
Motor Vehicle Accidents	-0.08	-0.11	0.03	0.00	0.00
Discharge of Weapon	-0.23	0.08	0.07	0.00	0.00
Inappropriate Use of Weapon	1.17	0.12	0.03	-0.01	0.00
Unprofessional Conduct	1.13	-0.05	-0.04	0.00	0.00
Excessive Force	-0.58	0.15	0.08	-0.01	0.00
Racially Offensive Conduct	1.31	0.06	-0.06	-0.01	0.00
Sexually Offensive Conduct	1.23	0.20	0.12	-0.01	0.00
Lawsuit Potential	-1.05	-0.09	-0.03	-0.01	0.00
Criminal Conduct	0.14	0.44	0.40	0.00	0.00
Potential for Reprimand/Suspension	0.44	0.11	0.16	0.01	0.00
Potential for Resignation	-2.46	-0.04	-0.03	0.03	0.00
Potential for Termination	-1.95	-0.25	-0.17	0.00	0.00

M-PULSE Summary Tables for Johnny Risky 5/5/2008

Candidate Comparison to Normative Reference Groups Page 3 of 3

M-PULSE INVENTORY	CANDIDATE SCORE	DEPARTMENT AVERAGE	PARISH/COUNTY AVERAGE	STATE AVERAGE	TOTAL POPULATION AVERAGE
Empirical Scales					
Negative Self-Issues	0.32	-0.27	-0.18	0.01	0.00
Negative Emotions	0.52	-0.10	-0.11	0.04	0.00
Egocentricism	0.46	-0.25	-0.18	0.03	0.00
Inadequate Views of Police Work	0.05	0.12	0.12	-0.01	0.00
Poor Emotional Control	0.23	-0.32	-0.31	0.04	0.00
Negative Perceptions Related to Law Enforcement	1.18	-0.39	-0.29	0.05	0.00
Inappropriate Attitude About Use of Force	1.10	-0.16	-0.11	0.05	0.00
Overly Traditional Officer Traits	1.10	-0.19	-0.25	0.02	0.00
Suspiciousness	0.55	-0.33	-0.33	0.06	0.00
Unethical Behavior	0.63	-0.23	-0.20	0.06	0.00
Lack of Personal Integrity	0.72	-0.14	-0.08	0.05	0.00
Negative Views of Department/Leadership	0.35	-0.10	-0.01	0.06	0.00
Amorality	0.54	-0.01	-0.07	0.03	0.00
Unpredictability	0.52	0.01	0.13	0.01	0.00
Risk Taking	1.37	0.22	0.33	0.02	0.00
Novelty Seeking	0.15	-0.14	-0.02	-0.01	0.00
P.O.S.T. Dimensions					
Social Incompetence	-0.67	0.26	0.13	-0.06	0.00
Lack of Teamwork	-0.66	0.22	0.17	-0.05	0.00
Unreliability	-0.24	0.10	0.06	-0.04	0.00
Reckless Impulsivity	-1.84	-0.01	-0.01	-0.06	0.00
Rigidity	-0.67	0.19	0.21	-0.06	0.00
Lack of Integrity/Ethics	-0.30	0.28	0.22	-0.04	0.00
Emotional Instability - Stress Intolerance	-1.10	0.11	0.14	-0.04	0.00
Poor Decision-Making & Judgement	-0.58	0.18	0.20	-0.05	0.00
Passivity-Submissiveness	-0.18	0.19	0.11	-0.03	0.00
Substance Abuse	-1.11	0.02	0.08	-0.02	0.00

Department Population = 55 Parish/County Population = 70 State Population = 7346

Total Population = 7397

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.