

RPIQ® Report

Applicant, Police Leo

RPIQ® Psychologist Report

R-PIQ is specifically designed to assist in the selection and hiring process for Public Safety and Security agencies and is designed to be used following a conditional offer of employment. The *R-PIQ Report* provides self-reported information directly from the applicant and in his *own words*. Customized reports may provide information that can be used by Human Resource personnel, Background Investigators, Polygraph Examiners and Police Psychologists.

Testing Agency: Assessment Resources 8302005-1-4203420352

Employing Agency: Blythewood Police Department

Position: POLICE OFFICER

Applicant Information:

Applicant: Police
Applicant: Police L. Applicant
SSN: 123-45-6789
Current Address: 191 Rice Creek
Fairfield, NC 28228
Ethnic Origin: White (Non-Hispanic)
Gender: Male
Date of Birth: 8/20/1975 Age: 31
Place of Birth: Anytown, SC US
Current Citizenship: NOT A UNITED STATES CITIZEN
Date of RPIQ: 10/28/2006 10:31:42 AM
Report Date: 6/5/2007 9:04:28 AM

This report is intended to be used as an aid in assessing an individual's suitability for a job in the public safety field. It is **NOT** intended as a final evaluative report regarding a candidate's ultimate job suitability, or as a sole source for hiring or denying employment to an applicant.

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General Summary

Mr. Applicant voluntarily consented to complete the *Ryan-Personal Information Questionnaire* (R-PIQ) on 10/28/2006 10:31:42 AM. The total time required for Mr. Applicant to complete the information was 61 minutes. This self-report information was provided as part of the selection process for Blythewood Police Department and will be used by official personnel only, to aid in the selection and hiring process. Based on the information provided in this questionnaire, this report is considered by the candidate to be *accurate*.

Mr. Applicant is a 31 year-old Male. He is currently Divorced and reports having 3 dependent children. He has been divorced. This applicant indicated some involvement in acts of domestic violence.

When we complete your evaluation, will we find that you were ever accused of any type of domestic violence or abuse? [Yes, "She would throw things at me during our arguments. She reported me to the Chief to get me fired."]

When we complete your evaluation, will we find that you have been the victim of any type of domestic violence or abuse? [Yes, "I filed a counter claim of abuse against my ex wife when she tried to get me fired"]

Mr. Applicant was born in Anytown, SC and mostly raised in Hometown, SC. He reported that Anna (Mother) was/were the primary caretakers.. He reported having 1 sibling. His family moved 5 to 6 times during his school years (K=12). He has completed his high school education. He has attended college.

Mr. Applicant reports having previous law enforcement or public safety experience. He has been denied or disqualified from at least one public safety application process. He has worked more than 6 non-law enforcement positions since the age of 18 or in the past ten years. He has worked at least 5 or 6 full-time positions and held 3 or 4 part-time positions since the age of 18 or in the past ten years. He did not report any prior military service.

Self-Statement of reason for career choice

When asked, "Why have you chosen to become a law enforcement security or public safety officer?"

The candidate responded:

I have always wanted to help my community and pay back for the mistakes I mad as a kid. I have tried to correct myself and learn to get along better with people.

General Summary continued ...

Information considered by the candidate to be relevant in this application process

When asked, "Is there any additional information or comments you would like to be considered in your application process?"

The candidate responded:

Yes, I would like to explain if there is a problem

Self-Statement on the Validity of reported information

After completing the R-PIQ, the applicant was asked, "What would be your response information that differs from information you provided in this questionnaire?"

The candidate responded:

I may not remember the details accurately. This test asks too many questions

Law Enforcement Work History

Law Enforcement Experience:

Position 1

Dates: 08 / 1996 - 05 / 2000

Agency: Police Agency

Rank: Patrol

Are you still employed: No *

Eligible for Return: Yes

Force Complaints: Yes **

Internal Affairs Investigations: Yes ***

Sustained Complaints: No

Any Other Disciplinary Actions: No

* Better job

** All were eventually dismissed

*** Citizen complained that I was rude and would not listen to the reason for her speeding. She claimed I used improper language in addressing her

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RPIQ® Report

Applicant, Police Leo

Law Enforcement Work History continued ...

Position 2

Dates: 06 / 2000 - 11 / 2006
Agency: Small Police Agency
Rank: Sgt.
Are you still employed: Yes
Eligible for Return: Not Applicable
Force Complaints: Yes *
Internal Affairs Investigations: No
Sustained Complaints: No
Any Other Disciplinary Actions: Yes **

* Only one time. Complaint was during a drug arrest and no charges were filed

** Late for work a few times

ITEMS OF POSSIBLE SIGNIFICANCE: The content of the following items should be provided to official personnel for investigative purposes.

Have you ever been denied or disqualified from any law enforcement application process? If yes, state the agency, dates of disqualification, and the reasons for the denial. [Yes, "Dont know why I just did not get teh job and Big Police agency"]

Applied for a law enforcement position [5 or 6 times]

Years experience as sworn law enforcement officer [more than 6 years]

Citizen complaints while serving as a law enforcement officer [5 or 6]

Reprimands received as a law enforcement officer [3 or 4]

Internal affairs investigation(s) involving you as a subject [3 or 4]

Internal affairs investigation(s) involving you as a subject [3 or 4]

Number of guns you own [more than 6]

Number of times you have been denied employment when seeking a law enforcement position [3 or 4 times]

Supervisory reprimand for inappropriate behavior [3 or 4 times]

Had unauthorized weapons in my possession that were not required by my job [3 or 4 times]

Attended a law enforcement or public safety training academy [more than 6 times]

General Work History

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RPIQ® Report

Applicant, Police Leo

General Work History continued ...

Position 1

Dates: 06 / 1991 - 12 / 1991
Company: Bi Lo
Position: Bagger
Employment Type: Part Time
Current Employment: No *
Eligible for rehire: Yes
Demotions: No
Fines: No
Suspensions: No
Reprimands: No

* Better job

Position 2

Dates: 01 / 1992 - 06 / 1993
Company: Professional Lawn Service
Position: Driver and cutter
Employment Type: Full Time
Current Employment: No *
Eligible for rehire: Yes
Demotions: No
Fines: No
Suspensions: No
Reprimands: No

* Better job

Position 3

Dates: 05 / 1992 - 07 / 1992
Company: New Lawn Service
Position: Supervisor
Employment Type: Full Time
Current Employment: Yes
Eligible for rehire: Not Applicable
Demotions: No
Fines: No
Suspensions: No
Reprimands: No

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RPIQ® Report

Applicant, Police Leo

General Work History continued ...

Position 4

Dates: 05 / 1995 - 12 / 1996
Company: Cellular Service
Position: SALES
Employment Type: Full Time
Current Employment: No *
Eligible for rehire: Yes
Demotions: No
Fines: No
Suspensions: No
Reprimands: Yes **

* Wanted to be a police officer

** LAte for work a few times and store was not open on time

ITEMS OF POSSIBLE SIGNIFICANCE:

The content of the following items should be provided to official personnel for investigative purposes.

Number of non-law enforcement positions since age 18, or last 10 years which ever is shorter [more than 6]

Number of full-time positions since age 18, or last 10 years which ever is shorter [5 or 6]

Number of part-time positions since age 18, or last 10 years which ever is shorter [3 or 4]

During the past 12 months, how often were you late for work [5 or 6 times]

Vehicle accidents while at work [3 or 4]

Number of times you have been denied employment as a result of problems during the application process [more than 6 times]

Had unauthorized weapon(s) in my possession or in my car while at work [5 or 6 times]

Left a job by mutual agreement following allegations of unsatisfactory performance [1 or 2 times]

Quit a job after being told you would be fired [1 or 2 times]

Number of times you choose not to go to work last year even though you were not sick [3 or 4 times]

During the past 12 months, how often were you late for work [5 or 6 times]

About how many time were you absent from work this past year [5 or 6 times]

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General Work History continued ...

Number of times you have been rejected employment after filling out the application [5 or 6 times]

Successfully won argument by making your point known to some people at work [3 or 4 times]

Thought about punching my boss though would never really do it [3 or 4 times]

Driven a motor vehicle after consuming alcohol [3 or 4 times]

If you had to repay cash or merchandise, thaken by you from all your jobs, what would be the total cost?

Past Year: \$10

Past Five Years: \$50

Lifetime: \$100

How much cash or merchandise should an employee have to be caught stealing before they should be prosecuted? [\$500]

What should happen to an employee caught stealing? [Warning with Punishment]

Training and Education

High School:

Dates: 08 / 1989 - 05 / 1992

Name of School: City high School

City: Anytown

State: SC

Graduation Status: Diploma

College:

Dates: 08 / 2000 - 12 / 2000

Name of College/University: Tech College

Degree Type: (Not Specified)

Major: Criminal Justice

Graduation Status: Incomplete

Military Experience: No

Additional Training: No

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Training and Education continued ...

ITEMS OF POSSIBLE SIGNIFICANCE: The content of the following items should be provided to official personnel for investigative purposes.

Disciplinary action taken against you while you were in high school [3 or 4 times]

Placed on probation while in high school [3 or 4 times]

Number of times you cheated on an exam in high school [3 or 4 times]

Exposed yourself in public [3 or 4 times]

Committed or participated in acts of physical violence [3 or 4 times]

Drug & Alcohol Usage

The applicant reported the following use or experimentation:

Drug Type	First Use	Last Use	Total # of uses
Marijuana:	1992	1992	2
Steroids:	2001	2003	6

When we complete your assessment, will we discover that you were ever in trouble with the law due to drinking? [Yes, "When I was 20 I bought some beer and gave it to a minor"]

When we complete your assessment, will we discover that you been charged with any alcohol related incidents (even if dismissed)? [Yes, "Under age possision bu t no charges filed"]

Have you had any alcoholic beverages in the past 12 months? [Yes]

Alcoholic Beverages:

Beverage	How Often	How Much (Average per month)
BEER	end of shift	24
VODKA	sometimes	10

ITEMS OF POSSIBLE SIGNIFICANCE: The content of the following items should be provided to official personnel for investigative purposes.

Driven a motor vehicle after consuming alcohol [3 or 4 times]

Driven a motor vehicle after consuming alcohol [3 or 4 times]

Average number of alcoholic beverages consumed in one week [more than 6]

Average number of alcoholic beverages consumed in one month [more than 6]

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Drug & Alcohol Usage continued ...

Average number of alcoholic beverages during special events (birthdays, holidays, parties) [3 or 4]

Experimented with marijuana [1 or 2 times, "Did not like it much so tried a couple of times"]

Driven a motor vehicle after consuming alcohol [3 or 4 times]

Sold or purchased illegal substances from a friend [1 or 2 times]

Purchased or provided alcohol for a minor [1 or 2 times]

Driven after drinking any alcohol at all [3 or 4 times]

Personal Issues:

ITEMS OF POSSIBLE SIGNIFICANCE:

The content of the following items should be provided to official personnel for investigative purposes.

Have been accused of committing acts of domestic violence [1 or 2 times]

Have been a victim of child abuse [3 or 4 times]

Have been in physical altercations since you were 16 [3 or 4 times]

Lied to someone in authority (judge, police, warden, parole or probation officer, teacher, parent, etc.). [1 or 2 times]

Told a lie about someone else [1 or 2 times]

Told a lie to keep out of (serious) trouble (travel voucher, insurance claim) [1 or 2 times]

Told a lie to someone who really trusted (loved) you [3 or 4 times]

Number of physical confrontations since the age of 18 [5 or 6 times]

Number of times you have slapped or punched a member of the opposite sex [1 or 2 times]

Lost control of my temper when dealing with a family member [1 or 2 times]

Lost temper in the past year [1 or 2 times]

Number of times per week I go out with friends [1 or 2 times]

Done dangerous things just for the fun of it [1 or 2 times]

Number of times you have slapped or punched a member of the opposite sex [1 or 2 times]

Lost a wager on sports event in the last 12 months [3 or 4 times]

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Personal Issues: continued ...

Hurt someone you care about [1 or 2 times]

Threatened to harm someone [1 or 2 times]

Deliberately hurt someone physically [3 or 4 times]

Thought about (desired) taking something without paying for it [1 or 2 times]

Made your spouse, partner, or significant other angry [more than 6 times]

Observed or witnessed an act of domestic violence [more than 6 times]

Physically restrained someone you care about [1 or 2 times]

Financial History

ITEMS OF POSSIBLE SIGNIFICANCE:

The content of the following items should be provided to official personnel for investigative purposes.

Been delinquent on a loan or financial obligation for more than 90 days [1 or 2 times]

Filed for bankruptcy [1 or 2 times]

Chapter 7 bankruptcy filings [1 or 2 times]

Debt consolidation loans applied for or received [1 or 2 times]

Been referred to a collection agency [5 or 6 times]

Check returned for insufficient funds [5 or 6 times]

Check returned for insufficient funds [5 or 6 times]

General Background

ITEMS OF POSSIBLE SIGNIFICANCE:

The content of the following items should be provided to official personnel for investigative purposes.

Been subjected to physical violence or abuse [3 or 4 times]

Committed or participated in acts of physical violence [5 or 6 times]

Took things that were not yours (e.g., stolen from others) [3 or 4 times]

Driven a motor vehicle after consuming alcohol [3 or 4 times]

Since the age of 20, have hit someone in order to defend myself [5 or 6 times]

Number of guns owned by me [more than 6]

Violated a minor traffic law [5 or 6 times]

Driven after drinking any alcohol at all [3 or 4 times]

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General Background continued ...

Number of guns you own [**more than 6**]

Personal History:

ITEMS OF POSSIBLE SIGNIFICANCE: The content of the following items should be provided to official personnel for investigative purposes.

Applicant: Police L. Applicant

SSN: 123-45-6789

Place of Birth:

City: Anytown
State: SC
County: County
Country: US

Where he has lived:

Dates: 10 / 2005 - 12 / 2006
Street Address: 191 Rice Creek
City: Fairfield
State: NC
Zip Code: 28228

Dates: 01 / 1995 - 10 / 2005
Street Address: 78 FENwood Drive
City: Blythewood
State: SC
Zip Code: 29016

Dates: 12 / 1988 - 01 / 1995
Street Address: 456 Muirfield Court
City: Anytown
State: SC
Zip Code: 29017

Dates: 08 / 1975 - 12 / 1988
Street Address: 123 Windemere Place
City: Anytown

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RPIQ® Report

Applicant, Police Leo

Personal History: continued ...

State: SC
Zip Code: 29016

Communication:

Home Telephone: (803)123-4567
Work Telephone: (704)789-4561
Mobile Telephone: (888)321-6546
Email: supercop@aol.com

Current Marital Status: Divorced

Number of Divorces: 1

Reason for Divorces:

Reason for Divorce: she was too argumentative. we could not agree on discipline procedures for children and her.

Date of Divorce: 06 / 15 / 2000

Have you always been a United States Citizen? [Yes]

Number of family moves (K-12): [5 to 6]

List your primary caretaker(s) from birth to age 18:

Caretakers Name:	Relationship:
Anna	Mother

For every Parent, Stepparent, Guardian, Sibling, Half-sinling provide the following:

Name:	Anna Applicant
Relationship:	Parent
Age:	55
Occupation:	Bookkeeper
Quality of Relationship:	Poor*

*My Dad is very unforgiving and made all of us follow his rules without question. He and Mom were always fighting. He was always working and never had time for vacation

Name: John Doe Applicant

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RPIQ® Report

Applicant, Police Leo

Personal History: continued ...

Relationship: Parent
Age: 60
Occupation: POLICE OFFICER
Quality of Relationship: Poor

Name: Sister Applicant
Relationship: Siblings
Age: 26
Occupation: Socail worker
Quality of Relationship: Very Good

Name: Brother Applicant
Relationship: Siblings
Age: 22
Occupation: STUDENT
Quality of Relationship: Very Good

How many siblings do you have? [1]

Do you support any children? [Yes]

How many children do you support? [3]

Do you have a Spouse, Ex-spouse, Partner, Significant Other, Child, or Stepchild?
[Yes]

For every Spouse, Ex-spouse, Partner, Significant Other, Child, Stepchild provide the following:

Name: Mary Applicant
Relationship: Ex-spouse
Age: 28
Occupation: nurse
Quality of Relationship: Not Applicable or Unable to Answer*
*Never got along until after the divorce

Name: Jane Applicant
Relationship: Spouse
Age: 24
Occupation: Receptionist for law firm
Quality of Relationship: Good

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Personal History: continued ...

Name: Junior Applicant
Relationship: Child
Age: 17
Occupation: STUDENT
Quality of Relationship: Good

Name: Mary Applicant
Relationship: Stepchild
Age: 16
Occupation: STUDENT
Quality of Relationship: Satisfactory

When we complete your evaluation, will we find that you were ever accused of any type of domestic violence or abuse? [Yes, "She would throw things at me during our arguments. She reported me to the Chief to get me fired."]

When we complete your evaluation, will we find that you were ever accused of any type of abuse, child or sexual? [No]

When we complete your evaluation, will we find that you have been the victim of any type of domestic violence or abuse? [Yes, "I filed a counter claim of abuse against my ex wife when she tried to get me fired"]

Have you ever lied or misrepresented facts during any application process? [No]

Number of full-time positions since age 18, or last 10 years which ever is shorter [5 or 6]

Number of part-time positions since age 18, or last 10 years which ever is shorter [3 or 4]

In the event that it is recommended, are you willing to take a complete physical examination? [Yes]

In the event that it is recommended, are you willing to take a complete psychological evaluation for job related purposes? [Yes]

Are you currently under a physician's care? [No]

How many absences from work or school have you had, for any reason, during the last year? [Less than 4]

Have you had any recent weight changes? [No]

Do you have a regular program of physical exercise? [Yes]

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Personal History: continued ...

Number of written complaints made against you or your work performance [1 or 2]

In the last 10 years, have you had any contact with a mental health professional (psychologist, marital/family counselors, social workers, psychiatrists) and/or testing or evaluation for any purpose? [No]

During the last 12 months, have you experienced anxiety? [3 or 4 times]

During the last 12 months, have you experienced bowel disturbances? [3 or 4 times]

During the last 12 months, have you experienced depression? [1 or 2 times]

During the last 12 months, have you experienced fatigue? [3 or 4 times]

During the last 12 months, have you experienced feeling of superiority? [1 or 2 times]

During the last 12 months, have you experienced insomnia? [5 or 6 times]

During the last 12 months, have you experienced hangovers? [1 or 2 times]

During the last 12 months, have you experienced headaches? [1 or 2 times]

During the last 12 months, have you experienced nightmares? [3 or 4 times]

During the last 12 months, have you experienced trouble concentrating? [1 or 2 times]

During the last 12 months, have you experienced trouble controlling your temper? [1 or 2 times]

Have you taken any prescription and over the counter medications in the past 12 months? [No]

When we complete your assessment, will we discover that you been charged with any alcohol related incidents (even if dismissed)? [Yes, "Under age possession but no charges filed"]

Involvement in Critical Incidents such as shootings [1 or 2 times]

Got even with someone for doing you wrong [1 or 2 times]

Number of time per week I go out with friends [1 or 2 times]

Received a reprimand for a verbal arguments with co-worker [1 or 2 times]

Number of times you choose not to go to work last year even though you were not sick [3 or 4 times]

In the last year, how many days were you sick and did not report to work [1 or 2 times]

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Personal History: continued ...

Know people who were fired unfairly [1 or 2]

How many times have you actually seen a co-worker stealing, or been told by a co-worker that they were stealing? [3 or 4 times]

What do you think should happen to an employee caught stealing? (Check all that apply.) [Warning with Punishment]

Have you had any alcoholic beverages in the past 12 months? [Yes]

Alcoholic Beverages:

Beverage	How Often	How Much (Average per month)
BEER	end of shift	24
VODKA	sometimes	10

Number of times you have slapped or punched a member of the opposite sex [1 or 2 times]

Hurt someone you care about [1 or 2 times]

Threatened to harm someone [1 or 2 times]

Deliberately hurt someone physically [3 or 4 times]

Physically restrained someone you care about [1 or 2 times]

Committed or participated in acts of physical violence [5 or 6 times]

Experienced a severe emotional upset [3 or 4 times]

Set fires other than campfires [1 or 2 times]

Average number of alcoholic beverages consumed in one week [more than 6]

Number of psychological evaluations you have taken in your life for job related purposes [1 or 2]

Exposed yourself in public [3 or 4 times]

Has anyone in your immediate family ever been diagnosed (or have a history of) any type of mental or emotional problem including alcoholism, depression, schizophrenia, etc.? [Yes]

Name: Father
Relationship: Father
Disorder: alcoholic

Been subjected to physical violence or abuse [3 or 4 times]

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Critical Items For Agency continued ...

Critical Items For Agency

The content of the following items should be provided to official personnel for investigative purposes. Research has linked these items job performance difficulties:

When we complete your evaluation, will we find that you were ever accused of any type of domestic violence or abuse? [Yes, "She would throw things at me during our arguments. She reported me to the Chief to get me fired."]

When we complete your evaluation, will we find that you have been the victim of any type of domestic violence or abuse? [Yes, "I filed a counter claim of abuse against my ex wife when she tried to get me fired"]

Force Complaints:

Police Agency - All were eventually dismissed
Small Police Agency - Only one time. Complaint was during a drug arrest and no charges were filed

Internal Affairs Investigation:

Police Agency - Citizen complained that I was rude and would not listen to teh reason for her speeding. She claimed I used improper language in addressing her

Check returned for insufficient funds [5 or 6 times]

Number of times you have been denied employment when seeking a law enforcement position [3 or 4 times]

Number of times you have been denied employment as a result of problems during the application process [more than 6 times]

Driven a motor vehicle after consuming alcohol [3 or 4 times]

How much cash or merchandise should an employee have to be caught stealing before they should be prosecuted? [\$500]

When we complete your assessment, will we discover that you were ever in trouble with the law due to drinking? [Yes, "When I was 20 I bought some beer and gave it to a minor"]

When we complete your assessment, will we discover that you been charged with any alcohol related incidents (even if dismissed)? [Yes, "Under age possision bu t no charges filed"]

Deliberately hurt someone physically [3 or 4 times]

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Critical Items For Agency continued ...

Had unauthorized weapons in my possession that were not required by my job [3 or 4 times]

Follow-Up Question

The content behind following responses should be further investigated for clarification or detail.

Involvement in Critical Incidents such as shootings [1 or 2 times]

Participate in Critical Incident Stress Debriefings [Never / None]

Officer involved shootings or use of lethal force [1 or 2 times]

Participate in Critical Incident Stress Debriefings [Never / None]

Discrepancies in Reporting

The following responses are inconsistent or discrepant. Clarification of these responses should be obtained.

Accused of being racist [Never / None]

Accused of being racist [1 or 2 times]

Been fired from a job [1 or 2 times]

When we check your personnel files for the above positions, whether right or wrong, how many past employers will indicate that you were fired? [1 or 2]

Force Complaints:

Police Agency - Yes All were eventually dismissed

Small Police Agency - Yes Only one time. Complaint was during a drug arrest and no charges were filed

Been charged with "excessive use of force" [1 or 2 times]

Been accused of using unnecessary force [Never / None]

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Discrepancies in Reporting continued ...

Internal Affairs Investigation:

Police Agency - Yes Citizen complained that I was rude and would not listen to teh reason for her speeding. She claimed I used improper language in addressing her

Small Police Agency - No

Internal affairs investigation(s) involving you as a subject [3 or 4]

Internal affairs investigation(s) involving you as a witness [3 or 4 times]

Sustained Complaints:

Police Agency - No

Small Police Agency - No

Citizen complaints while serving as a law enforcement officer [5 or 6]

Eligible For Rehire:

Bi Lo - Yes

Professional Lawn Service - Yes

New Lawn Service - Not Applicable

Cellular Service - Yes

Eligible For Return:

Police Agency - Yes

Small Police Agency - Not Applicable

Number of jobs or positions where you are not eligible for rehire [1 or 2]

Been fired from a job [1 or 2 times]

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