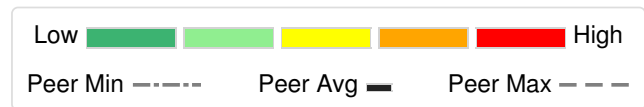
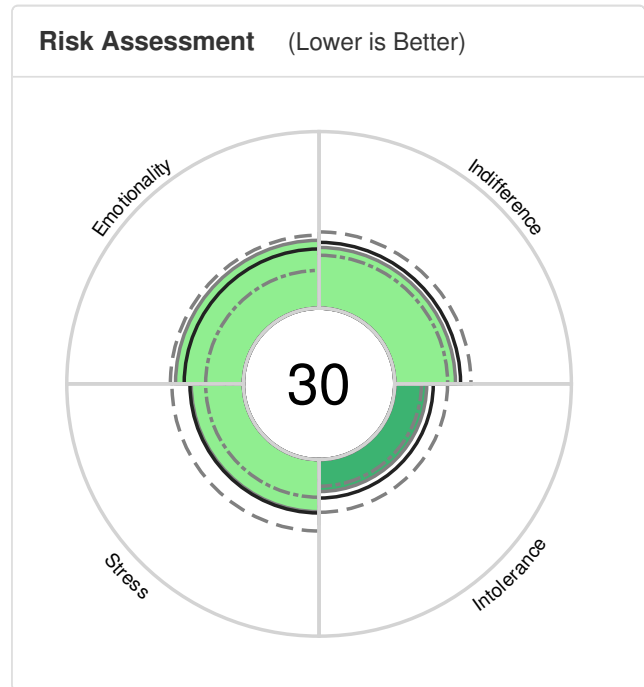
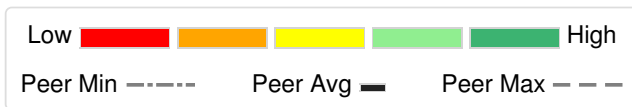
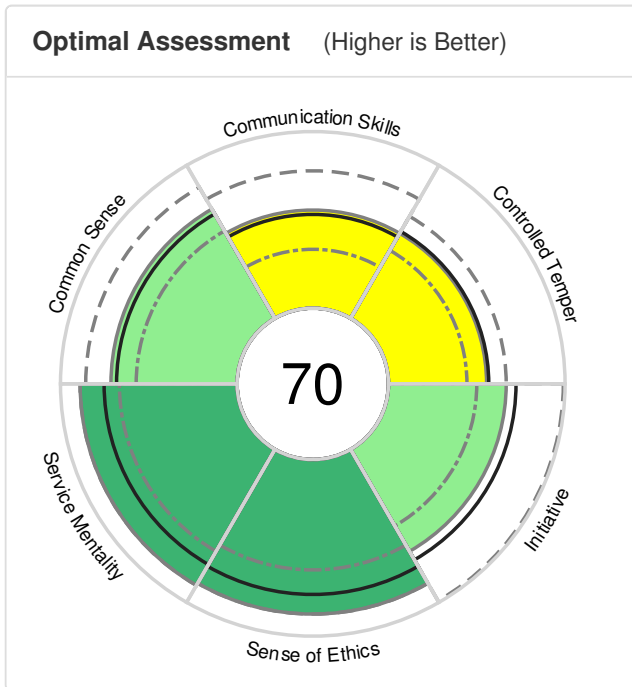


CANDIDATE INSIGHT REPORT

Registration Form

PROJECTED PERSONALITY SUMMARY



Controlled Temper- Although difficult to achieve, officers should strive for perfection in this regard. This involves self-control or self-discipline and requires an abundance of competence, confidence, and emotional maturity—desirable traits in their own right.

Common Sense- Officers need to make common sense part of all their decisions and avoid the extremes on either end of the spectrum. Having and applying common sense can both solve and prevent problems.

Communication Skills- With policing, one of the most useful skills is communication. Effective communication skills constitute the primary difference between officers who can resolve most crisis incidents without physical altercation and those who cannot. Recruiters must focus on applicants' verbal and nonverbal communication abilities. Although writing skills are valuable and warrant examination, officers' ability to effectively relate face-to-face with community members holds the most importance.

Sense of Ethics- Law enforcement personnel must strive to behave ethically—to do the right thing. They must commit to proper principles and values as guides to their actions and adhere to the Constitution and pertinent statutory laws. The pursuit of ethical behavior never ends. Police administrators, managers, supervisors and most importantly, patrol officers should consider the promotion of ethical behavior a top concern.

Initiative- Officers must have the zeal to fight crime. Although much police work does not specifically address illegal acts, crime can cause major problems in communities and create social unrest. Law enforcement personnel need to remain aware of chances to discover such issues and act accordingly.

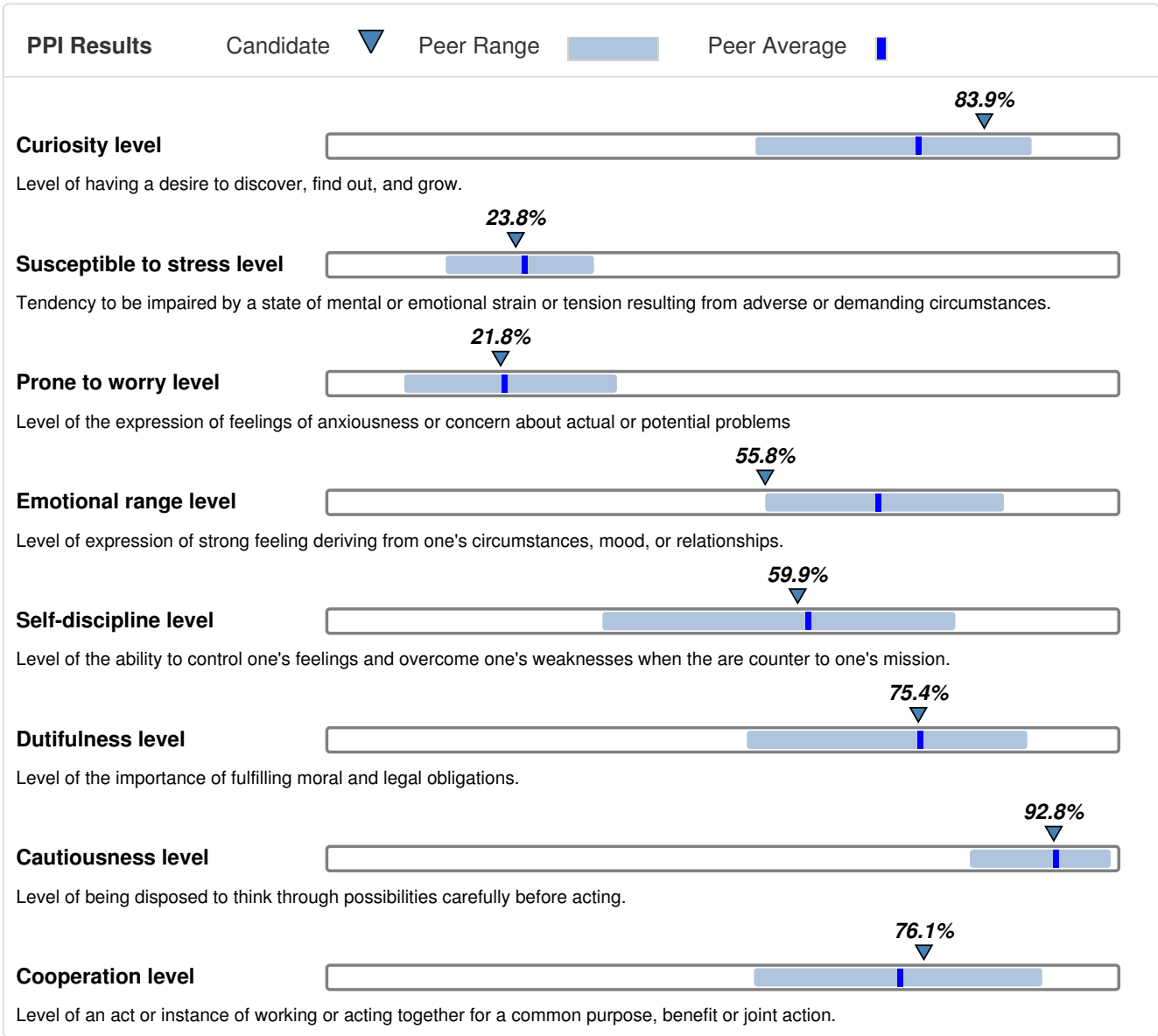
Service Mentality- People choose their careers for a variety of reasons. When they select policing, it is critical for long-term success that they want to help people. The internal desire to make the community better by protecting and serving should drive police applicants.

Indifference- Officers should not be indifferent and detached from their duties and communities. An awareness and conscientiousness is needed to demonstrate compassion and connect with the people they serve and protect.

Intolerance- The unwillingness or refusal to accept or respect persons of a different social group, especially members of a minority group, is a risk factor that is often detected in intolerance. Officers need to express tolerance and an open mind to the differences of different cultures.

Emotionality- Level of is the observable behavioral and physiological component of emotion.

Stress- Stress is part of the job, and being able to perform under stress is paramount in every situation. Police officers who are susceptible to stress run the risk of missing critical information, or fail to make decisions supported by procedures.



The PES Candidate Insight Report

The Candidate Insight Report cover page provides the identity, demographics, skills, other qualifications, and the written exam results. The Candidate Personality Summary page provides the confidential Optimal and Risk Assessment results. The Optimal Assessment result is based on six key traits deemed desirable for law enforcement officers according to research produced by experts in the industry. Likewise, the Risk Assessment result is based on the four less desirable traits for law enforcement. Both the Optimal and Risk Assessment models can be adjusted to meet the culture of the organization through performing personality tests on different groups, and/or by an organizational psychology expert.

THE PERSONALITY INSIGHT RESULTS ARE NOT INTENDED AS A SOLE MEASURE FOR THE CANDIDATE SELECTION PROCESS

Intended Use of Personality Analytics

The Projected Personality Interpreter is a Cognitive Computing solution by Darwin Ecosystem LLC that leverages IBM Watson. The system has ability to detect the different facets of personality from natural language. The service lends itself to an almost limitless number of potential applications. The extracted data is intended to enable human resources professionals better understand the personality projected by employees written words to gain insight about individuals or groups. It can also be used in building marketing initiatives, provide product recommendations, and deliver customer care that is more personal and relevant. The results are not intended to be a deciding factor in recruitment selection. The results provide a measurable personality dimension that evolves over time as the subject's expressions change according to experience, context and other external factors associated with intent. As such, it can be helpful in extracting traits to better target an interview, compare peers, or even measure the evolution of an employee's traits over time.

In the context of Police Exam Solutions' offer, the personality assessment report is designed to complement the formal exam administered to candidates. The results must remain confidential to the Police Department's Human Resources for better targeting the interview questions of a selected candidate. It is also possible to administer the same personality essay a few months after to identify personality changes. The system can also be used to extract common traits of employee groups to conduct comparative analytics.

For more information about the science behind the personality analytics email PPI@darwineco.com