

California Psychological Inventory (260)[®] Police and Public Safety Selection Report[™]

Ryan M. Roberts, Ph.D. and Michael D. Roberts, Ph.D.

Tested on Wednesday, September 26, 2012
 Applying for the position of Corrections Officer
 Highest level of education: Some college
 Employment experience in public safety field: None
 Previous psychological testing: Never

General CPI Results

| | |
|---------------------------------------------------------------|-----------------|
| Type | Alpha |
| % of applicants with this type | 56% |
| Level | Level: 4 |
| % of applicants at this level or lower (based on v.3) | 21% |
| Selection Relevant CPI Items | |
| Number of Selection Relevant items endorsed atypically* . . . | 5 |
| % of applicants endorsing this many items or fewer | 57% |
| Number of unanswered items | None |

* These items should be treated as topics of further inquiry.

Profile Validity Indicators

| CPI Scales | Com T | Percentile |
|------------|-------|------------|
| GI | 69 | 57 |
| CM | 54 | 62 |

Validity Indices

| | |
|-----------|-------------------------------------|
| Fake Good | <input checked="" type="checkbox"/> |
| Fake Bad | <input type="checkbox"/> |
| Random | <input type="checkbox"/> |

Job Suitability Snapshot

Revised for the CPI-260

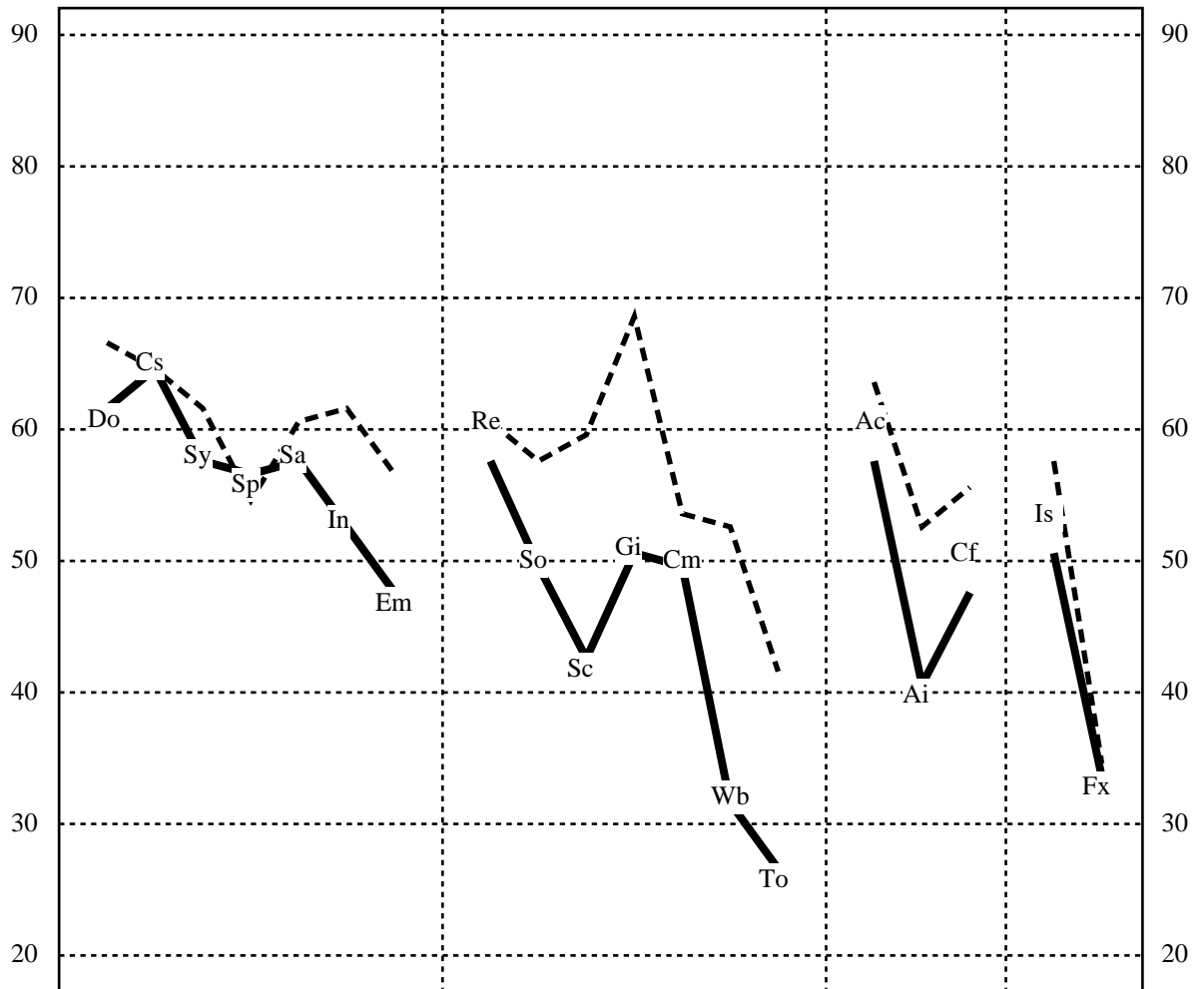
| | | Percentile |
|------------------------------------------------------------------------------------------------------------------------------------------|-----|------------|
| Probability of being rated a 'poorly suited' applicant by psychologists with expertise in public safety screening ^a | 29% | 55 |
| Probability of involuntary departure^b | 23% | 93 |
| Probability of having background problems related to ^c | | |
| Job performance | 33% | 40 |
| Anger management | 37% | 49 |
| Alcohol use concerns | 11% | 32 |
| Illegal drug use | 6% | 16 |
| Substance abuse proclivity | 25% | 29 |

Notes:

- Data based on special group norms presented in this report are intended to facilitate job applicant evaluations and should not be used in other contexts, including fitness for duty evaluations (FFDE).
- When formulating a selection recommendation, each of the probability estimates listed above should be considered along with other data sources, such as an interview, a background check, and a polygraph.
- The formulas used to estimate the probabilities listed above were based on the following samples: (a) 23,580 public safety applicants, (b) 3,390 police officers, and (c) 37,700 public safety applicants.
- In the Profile Validity Indicators section, the T scores for the Gi and Cm scales are non-gendered and based on a sample of 6,000 cases in the CPI Community Sample. The percentiles are based on a comparison sample of 42,485 applying for the position of correction officer. Bold font is applied to scores deemed relevant to a selection determination and descriptions of these scores are provided in the Scale Descriptions section of the report. For the Validity Indices, an "x" appears in the box next to an index when it's score exceeds the threshold specified by the CPI publisher.

Comparison Profile #1 Incumbent Norms and Community Norms

The test taker's Incumbent T scores (shown below as a solid line) were computed using norms based on the pre-employment scores of a sample of **15,294 correction officers**, who successfully completed at least one year of employment. The test taker's Community T scores (shown below as a dotted line) were computed using non-gendered norms based on a sample of 6,000 members of the CPI Community Sample.



Legend: **—** correction officer **- - - -** general community

| | Do | Cs | Sy | Sp | Sa | In | Em | Re | So | Sc | Gi | Cm | Wb | To | Ac | Ai | Cf | Is | Fx |
|------------------|-----------|----|----|----|----|----|----|----|----|----|----|----|----------|----------|----|----|----|----|----|
| Raw scores | 28 | 20 | 19 | 20 | 17 | 17 | 14 | 20 | 24 | 19 | 21 | 20 | 16 | 8 | 26 | 15 | 22 | 15 | 4 |
| Community T | 67 | 65 | 62 | 55 | 61 | 62 | 57 | 61 | 58 | 60 | 69 | 54 | 53 | 42 | 64 | 53 | 56 | 58 | 35 |
| Incumbent T | 62 | 65 | 58 | 57 | 58 | 53 | 48 | 58 | 50 | 43 | 51 | 50 | 32 | 27 | 58 | 41 | 48 | 51 | 34 |
| *Incumbent %tile | 93 | 96 | 85 | 83 | 87 | 68 | 49 | 85 | 51 | 26 | 51 | 59 | 8 | 3 | 84 | 23 | 43 | 59 | 7 |

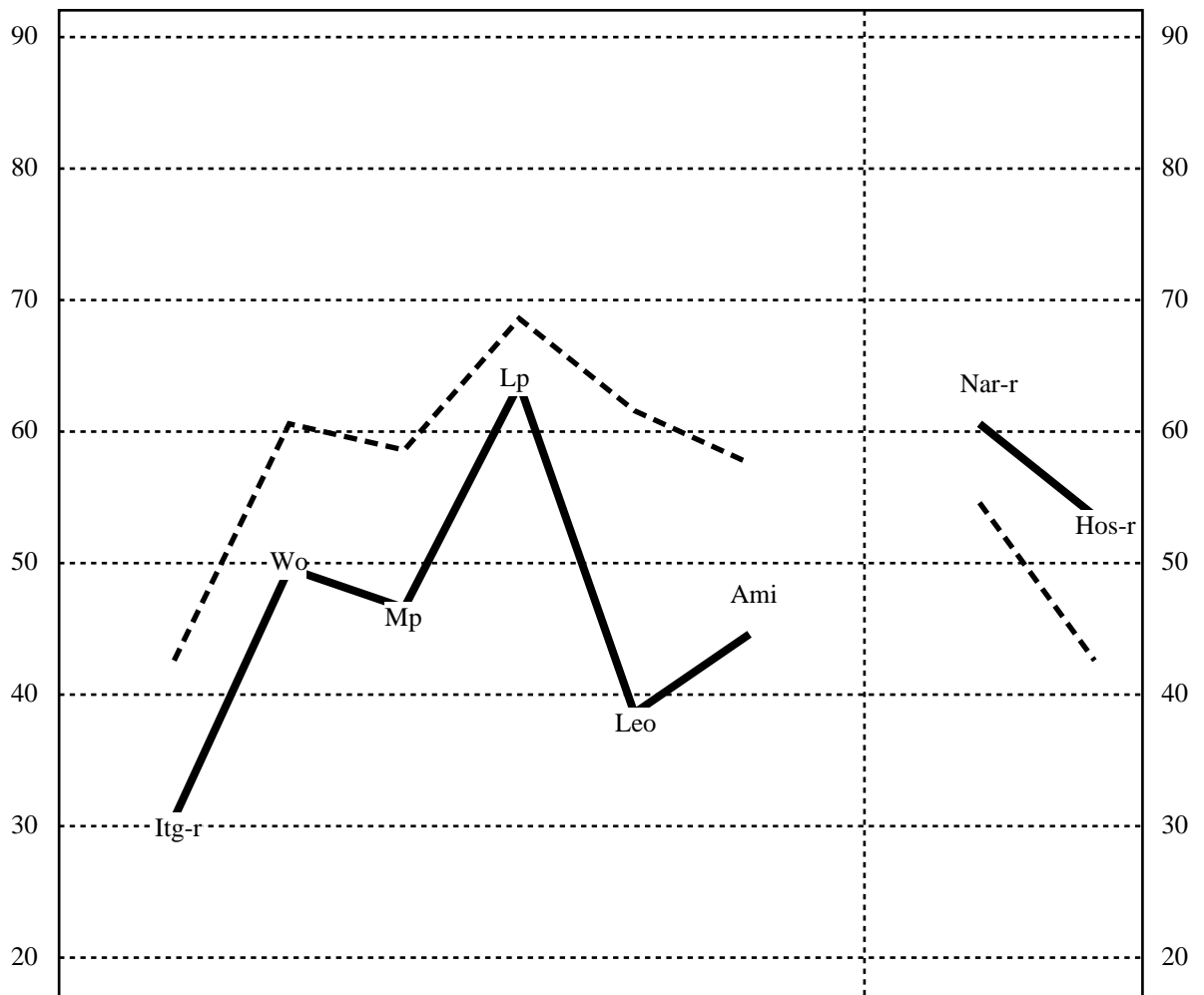
Notes:

- For each scale, the percentile value indicates where the test taker's scale score falls, on a percentage basis, along the distribution of scale scores for the Incumbent norm sample. Bold font is applied to scores deemed relevant to a selection determination and descriptions of these scores are provided in the Scale Descriptions section of the report.
- Although Incumbent T scores are linked to job-relevant screening criteria and may be used to support the screening decision, it is not appropriate to assume the same correspondence between these scores and the standard interpretations that have been established for the community-based norms.

Comparison Profile #2

Incumbent Norms and Community Norms For the CPI Special Purpose Scales

The test taker's Incumbent T scores (shown below as a solid line) were computed using norms based on the pre-employment scores of a sample of **15,294 correction officers**, who successfully completed at least one year of employment. The test taker's Community T scores (shown below as a dotted line) were computed using non-gendered norms based on a sample of 6,000 members of the CPI Community Sample.



Legend: **—** correction officer **- - - -** general community

| | Itg-r | Wo | Mp | Lp | Leo | Ami | Nar-r | Hos-r |
|------------------|--------------|----|----|----|-----|-----|-------|-------|
| Raw scores | 18 | 20 | 17 | 35 | 20 | 21 | 21 | 7 |
| Community T | 43 | 61 | 59 | 69 | 62 | 58 | 55 | 43 |
| Incumbent T | 31 | 50 | 47 | 64 | 39 | 45 | 61 | 54 |
| *Incumbent %tile | 5 | 51 | 40 | 98 | 18 | 31 | 88 | 73 |

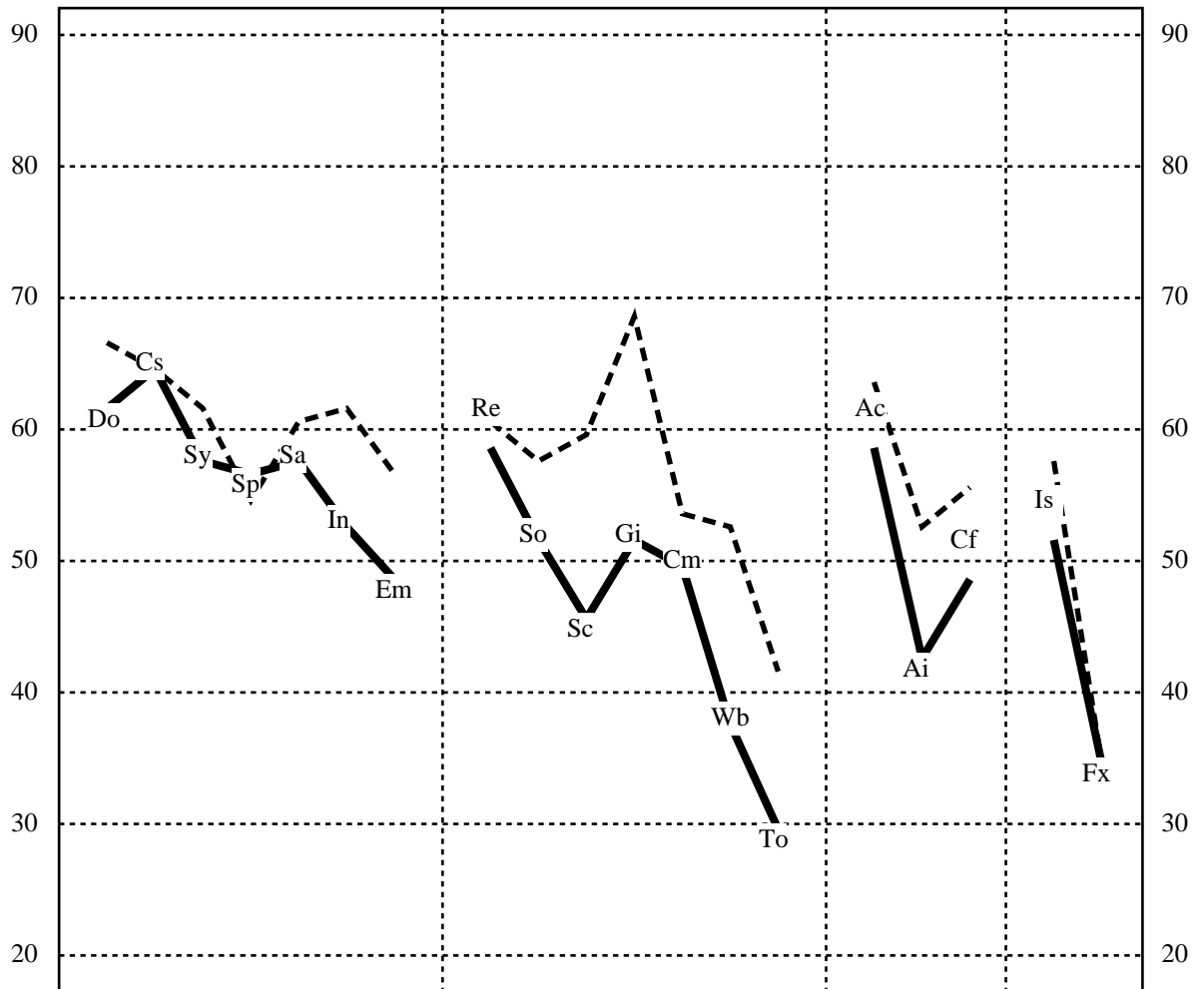
Notes:

- For each scale, the percentile value indicates where the test taker's scale score falls, on a percentage basis, along the distribution of scale scores for the Incumbent norm sample. Bold font is applied to scores deemed relevant to a selection determination and descriptions of these scores are provided in the Scale Descriptions section of the report.
- Although Incumbent T scores are linked to job-relevant screening criteria and may be used to support the screening decision, it is not appropriate to assume the same correspondence between these scores and the standard interpretations that have been established for the community-based norms.

Comparison Profile #3

Applicant Norms and Community Norms

The test taker's Applicant T scores (shown below as a solid line) were computed using norms based on a sample of **42,485 applicants applying for the positions of correction officer**. The test taker's Community T scores (shown below as a dotted line) were computed using non-gendered norms based on a sample of 6,000 members of the CPI Community Sample.



Legend: **————** correction officer **-----** general community

| | Do | Cs | Sy | Sp | Sa | In | Em | Re | So | Sc | Gi | Cm | Wb | To | Ac | Ai | Cf | Is | Fx |
|------------------|-----------|----|----|----|----|----|----|----|----|----|----|----|-----------|----------|----|----|----|----|----|
| Raw scores | 28 | 20 | 19 | 20 | 17 | 17 | 14 | 20 | 24 | 19 | 21 | 20 | 16 | 8 | 26 | 15 | 22 | 15 | 4 |
| Community T | 67 | 65 | 62 | 55 | 61 | 62 | 57 | 61 | 58 | 60 | 69 | 54 | 53 | 42 | 64 | 53 | 56 | 58 | 35 |
| Applicant T | 62 | 65 | 58 | 57 | 58 | 53 | 49 | 59 | 52 | 46 | 52 | 50 | 38 | 30 | 59 | 43 | 49 | 52 | 35 |
| *Applicant %tile | 93 | 96 | 85 | 82 | 86 | 70 | 51 | 86 | 59 | 33 | 57 | 62 | 14 | 5 | 85 | 27 | 47 | 62 | 7 |

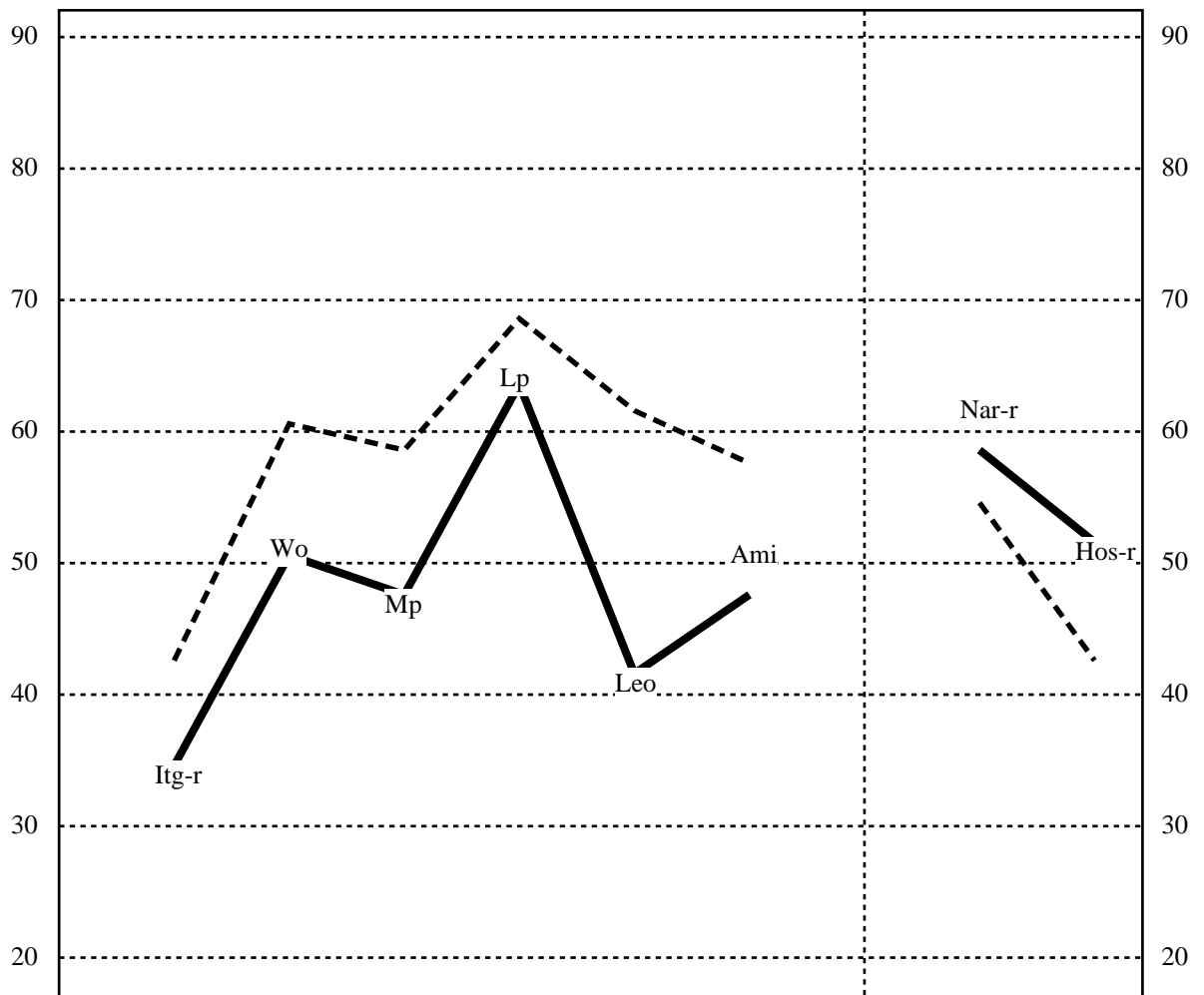
Notes:

- For each scale, the percentile value indicates where the test taker's scale score falls, on a percentage basis, along the distribution of scale scores for the Applicant norm sample. Bold font is applied to scores deemed relevant to a selection determination and descriptions of these scores are provided in the Scale Descriptions section of the report.
- Although Applicant T scores are linked to job-relevant screening criteria and may be used to support the screening decision, it is not appropriate to assume the same correspondence between these scores and the standard interpretations that have been established for the community-based norms.

Comparison Profile #4

Applicant Norms and Community Norms For the CPI Special Purpose Scales

The test taker's Applicant T scores (shown below as a solid line) were computed using norms based on a sample of **42,485 applicants applying for the positions of correction officer**. The test taker's Community T scores (shown below as a dotted line) were computed using non-gendered norms based on a sample of 6,000 members of the CPI Community Sample.



Legend: **—** correction officer **- - - -** general community

| | Itg-r | Wo | Mp | Lp | Leo | Ami | Nar-r | Hos-r |
|------------------|--------------|----|----|----|-----|-----|-------|-------|
| Raw scores | 18 | 20 | 17 | 35 | 20 | 21 | 21 | 7 |
| Community T | 43 | 61 | 59 | 69 | 62 | 58 | 55 | 43 |
| Applicant T | 35 | 51 | 48 | 64 | 42 | 48 | 59 | 52 |
| *Applicant %tile | 9 | 57 | 44 | 98 | 24 | 40 | 84 | 67 |

Notes:

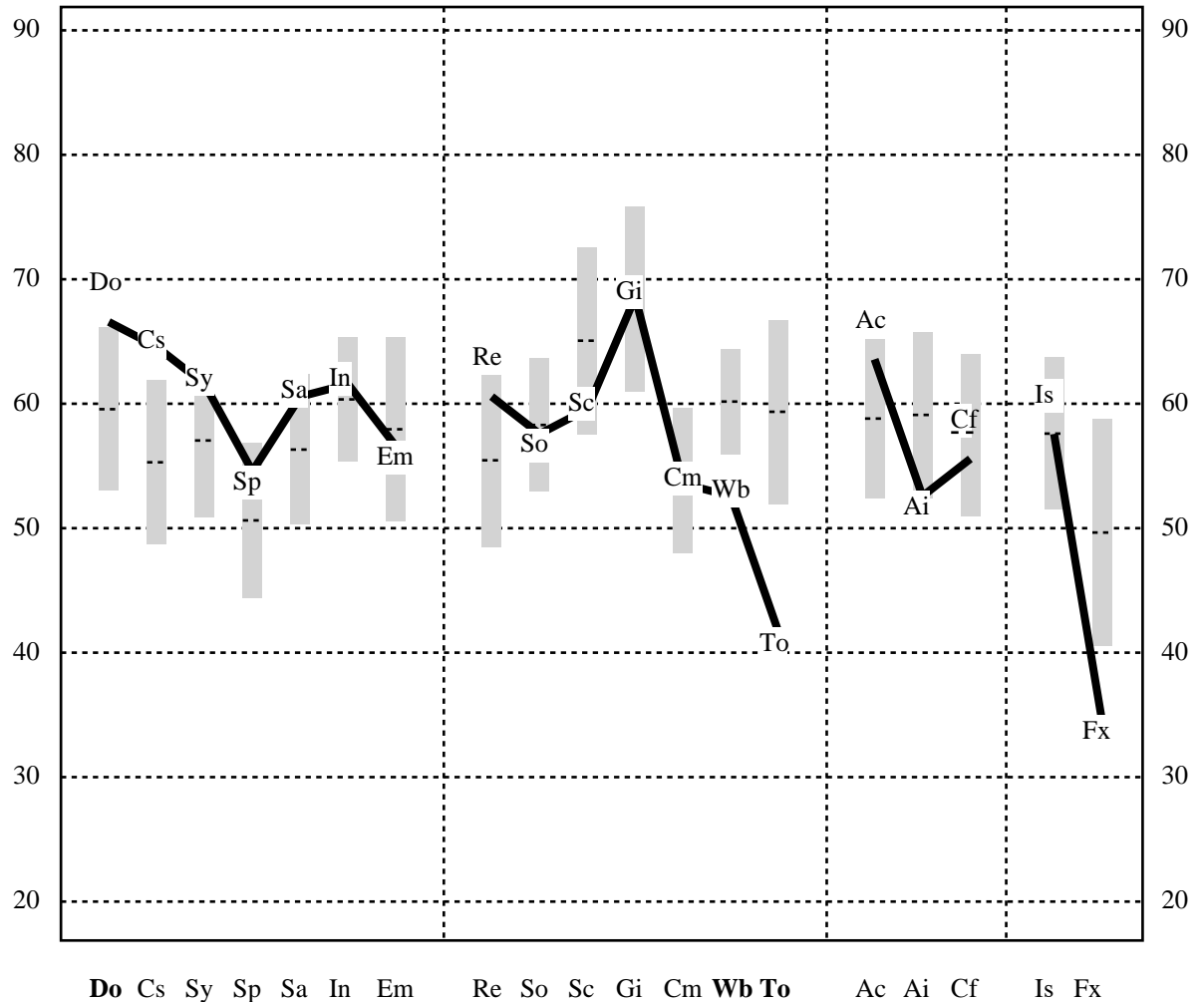
- For each scale, the percentile value indicates where the test taker's scale score falls, on a percentage basis, along the distribution of scale scores for the Applicant norm sample. Bold font is applied to scores deemed relevant to a selection determination and descriptions of these scores are provided in the Scale Descriptions section of the report.
- Although Applicant T scores are linked to job-relevant screening criteria and may be used to support the screening decision, it is not appropriate to assume the same correspondence between these scores and the standard interpretations that have been established for the community-based norms.

Comparison Profile #5

Community Norms & Incumbent Comparison Sample

The test taker's Community T scores (shown below as a solid line) were computed using norms based on the scores of a sample of 6,000 members of the CPI Community Sample.

The profile below compares the test-taker's Community T scores with the pre-employment Community T scores of the Incumbent Comparison Sample. (The Incumbent Comparison Sample consists of **15,294 correction officers**, who successfully completed at least one year of employment.) The shaded vertical bars on the profile show the mean Community T scores for the Incumbent Comparison sample, plus and minus one standard deviation.



| | Do | Cs | Sy | Sp | Sa | In | Em | Re | So | Sc | Gi | Cm | Wb | To | Ac | Ai | Cf | Is | Fx |
|-------------------------------|-----------|----|----|----|----|----|----|----|----|----|----|----|----------|----------|----|----|----|----|----|
| Test Taker Data | | | | | | | | | | | | | | | | | | | |
| Raw Score | 28 | 20 | 19 | 20 | 17 | 17 | 14 | 20 | 24 | 19 | 21 | 20 | 16 | 8 | 26 | 15 | 22 | 15 | 4 |
| T Score | 67 | 65 | 62 | 55 | 61 | 62 | 57 | 61 | 58 | 60 | 69 | 54 | 53 | 42 | 64 | 53 | 56 | 58 | 35 |
| *Percentile | 93 | 96 | 85 | 83 | 87 | 68 | 49 | 85 | 51 | 26 | 51 | 59 | 8 | 3 | 84 | 23 | 43 | 59 | 7 |
| Comparison Sample Data | | | | | | | | | | | | | | | | | | | |
| Mean T Score | 60 | 55 | 57 | 51 | 56 | 60 | 58 | 55 | 58 | 65 | 68 | 54 | 60 | 59 | 59 | 59 | 57 | 58 | 50 |
| Standard Dev | 7 | 7 | 6 | 6 | 6 | 5 | 7 | 7 | 5 | 8 | 7 | 6 | 4 | 7 | 6 | 7 | 7 | 6 | 9 |

Notes:

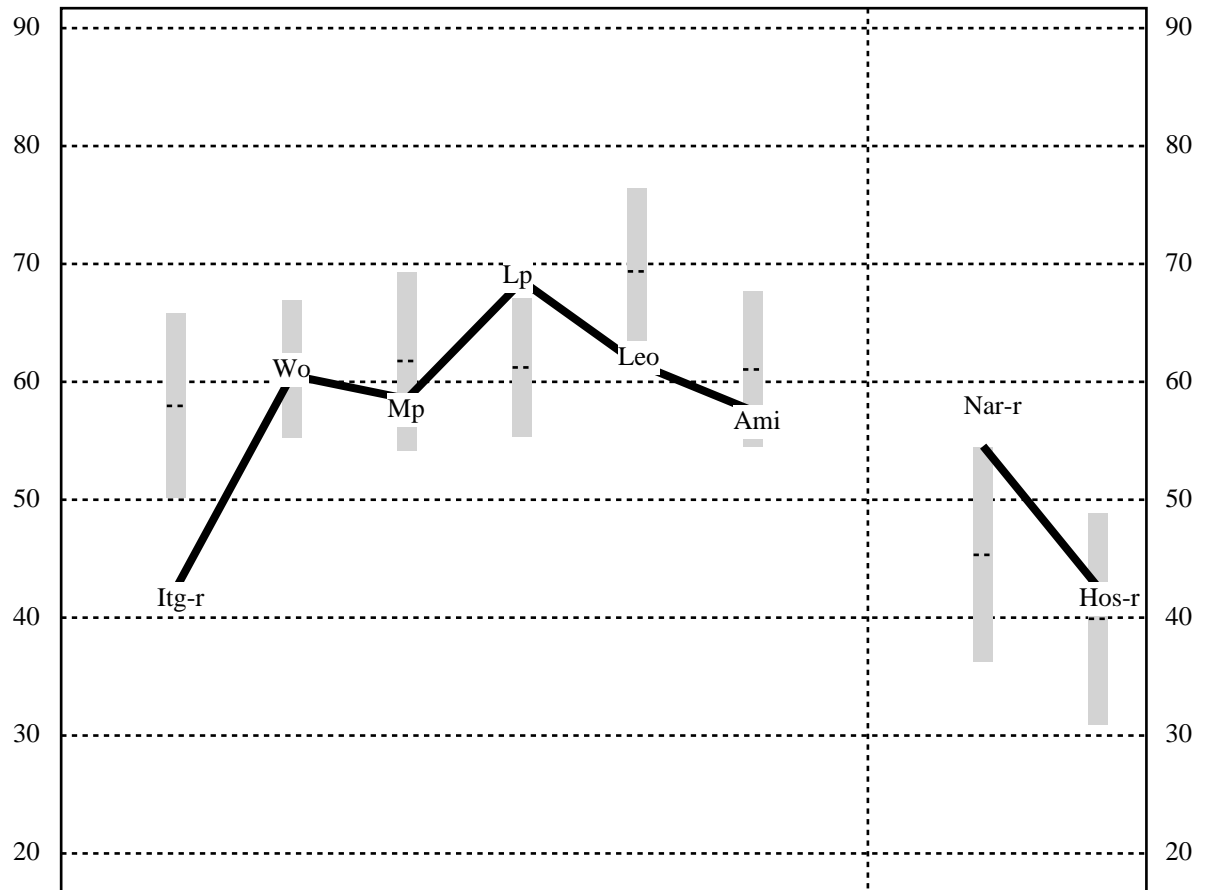
- For each scale, the percentile value indicates where the test taker's scale score falls, on a percentage basis, along the distribution of scale scores for the Incumbent Comparison Sample. Bold font is applied to scores deemed relevant to a selection determination and descriptions of these scores are provided in the Scale Descriptions section of the report.
- Although Incumbent T scores are linked to job-relevant screening criteria and may be used to support the screening decision, it is not appropriate to assume the same correspondence between these scores and the standard interpretations that have been established for the community-based norms.

Comparison Profile #6

Community Norms & Incumbent Comparison Sample For the CPI Special Purpose Scales

The test taker's Community T scores (shown below as a solid line) were computed using norms based on the scores of a sample of 6,000 members of the CPI Community Sample.

The profile below compares the test-taker's Community T scores with the pre-employment Community T scores of the Incumbent Comparison Sample. (The Incumbent Comparison Sample consists of **15,294 correction officers**, who successfully completed at least one year of employment.) The shaded vertical bars on the profile show the mean Community T scores for the Incumbent Comparison sample, plus and minus one standard deviation.



| | Itg-r | Wo | Mp | Lp | Leo | Ami | Nar-r | Hos-r |
|--|--------------|----|----|----|-----|-----|-------|-------|
|--|--------------|----|----|----|-----|-----|-------|-------|

Test Taker Data

| | | | | | | | | |
|-------------|----------|----|----|----|----|----|----|----|
| Raw Score | 18 | 20 | 17 | 35 | 20 | 21 | 21 | 7 |
| T Score | 43 | 61 | 59 | 69 | 62 | 58 | 55 | 43 |
| *Percentile | 5 | 51 | 40 | 98 | 18 | 31 | 88 | 73 |

Comparison Sample Data

| | | | | | | | | |
|--------------|----|----|----|----|----|----|----|----|
| Mean T Score | 58 | 61 | 62 | 61 | 69 | 61 | 45 | 40 |
| Standard Dev | 8 | 6 | 8 | 6 | 7 | 7 | 9 | 9 |

Notes:

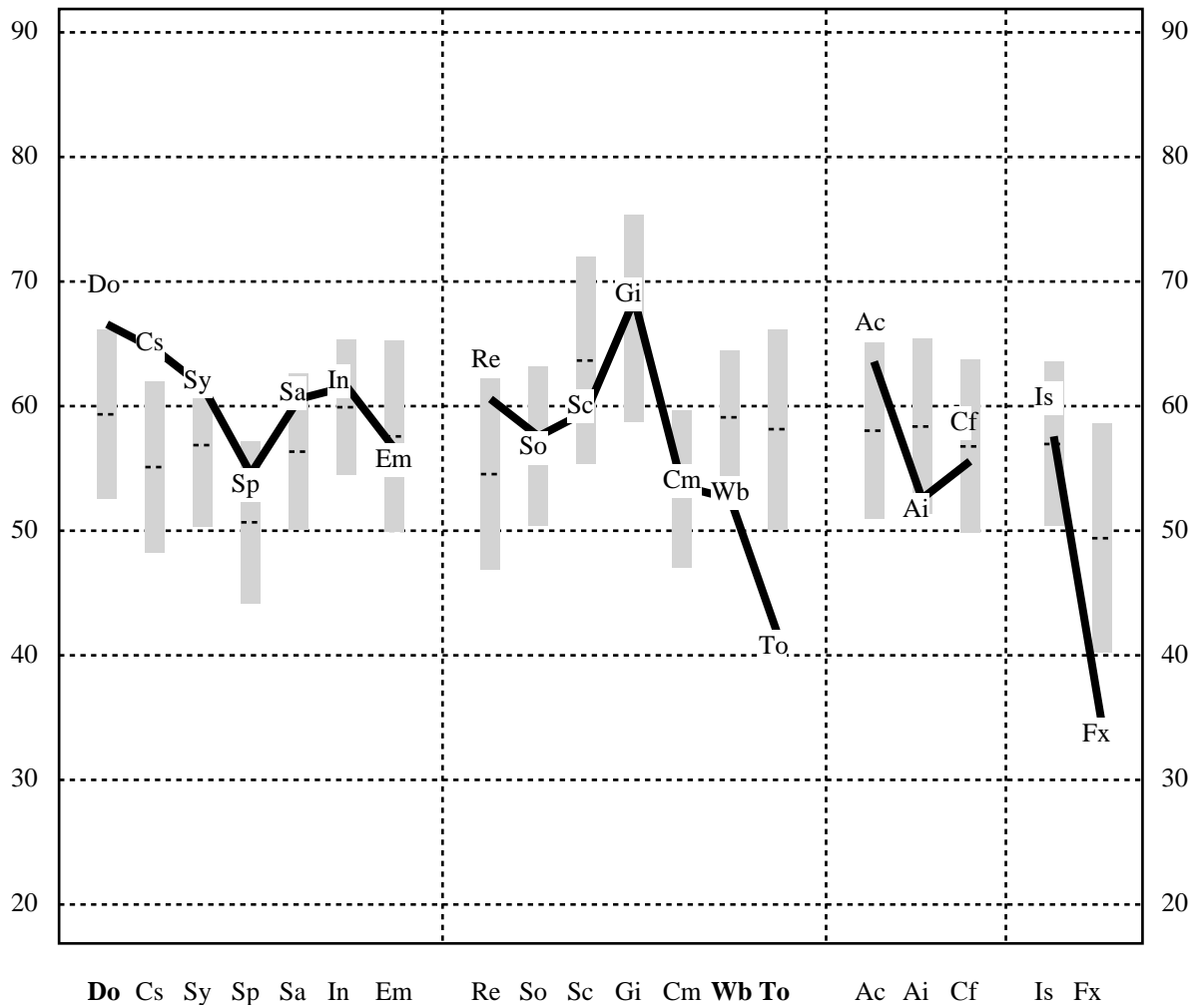
- For each scale, the percentile value indicates where the test taker's scale score falls, on a percentage basis, along the distribution of scale scores for the Incumbent Comparison Sample. Bold font is applied to scores deemed relevant to a selection determination and descriptions of these scores are provided in the Scale Descriptions section of the report.
- Although Incumbent T scores are linked to job-relevant screening criteria and may be used to support the screening decision, it is not appropriate to assume the same correspondence between these scores and the standard interpretations that have been established for the community-based norms.

Comparison Profile #7

Community Norms & Applicant Comparison Sample

The test taker's Community T scores (shown below as a solid line) were computed using norms based on the scores of a sample of 6,000 members of the CPI Community Sample.

The profile below compares the test-taker's Community T scores with the Community T scores of the Applicant Comparison Sample. (The Applicant Comparison Sample consists of **42,485 applicants who were applying for the position of correction officer.**) The shaded vertical bars on the profile show the mean Community T scores for the Applicant Comparison sample, plus and minus one standard deviation.



| | Do | Cs | Sy | Sp | Sa | In | Em | Re | So | Sc | Gi | Cm | Wb | To | Ac | Ai | Cf | Is | Fx |
|-------------------------------|-----------|----|----|----|----|----|----|----|----|----|----|----|-----------|----------|----|----|----|----|----|
| Test Taker Data | | | | | | | | | | | | | | | | | | | |
| Raw Score | 28 | 20 | 19 | 20 | 17 | 17 | 14 | 20 | 24 | 19 | 21 | 20 | 16 | 8 | 26 | 15 | 22 | 15 | 4 |
| T Score | 67 | 65 | 62 | 55 | 61 | 62 | 57 | 61 | 58 | 60 | 69 | 54 | 53 | 42 | 64 | 53 | 56 | 58 | 35 |
| *Percentile | 93 | 96 | 85 | 82 | 86 | 70 | 51 | 86 | 59 | 33 | 57 | 62 | 14 | 5 | 85 | 27 | 47 | 62 | 7 |
| Comparison Sample Data | | | | | | | | | | | | | | | | | | | |
| Mean T Score | 59 | 55 | 57 | 51 | 56 | 60 | 58 | 55 | 57 | 64 | 67 | 53 | 59 | 58 | 58 | 58 | 57 | 57 | 49 |
| Standard Dev | 7 | 7 | 6 | 7 | 6 | 5 | 8 | 8 | 6 | 8 | 8 | 6 | 5 | 8 | 7 | 7 | 7 | 7 | 9 |

Notes:

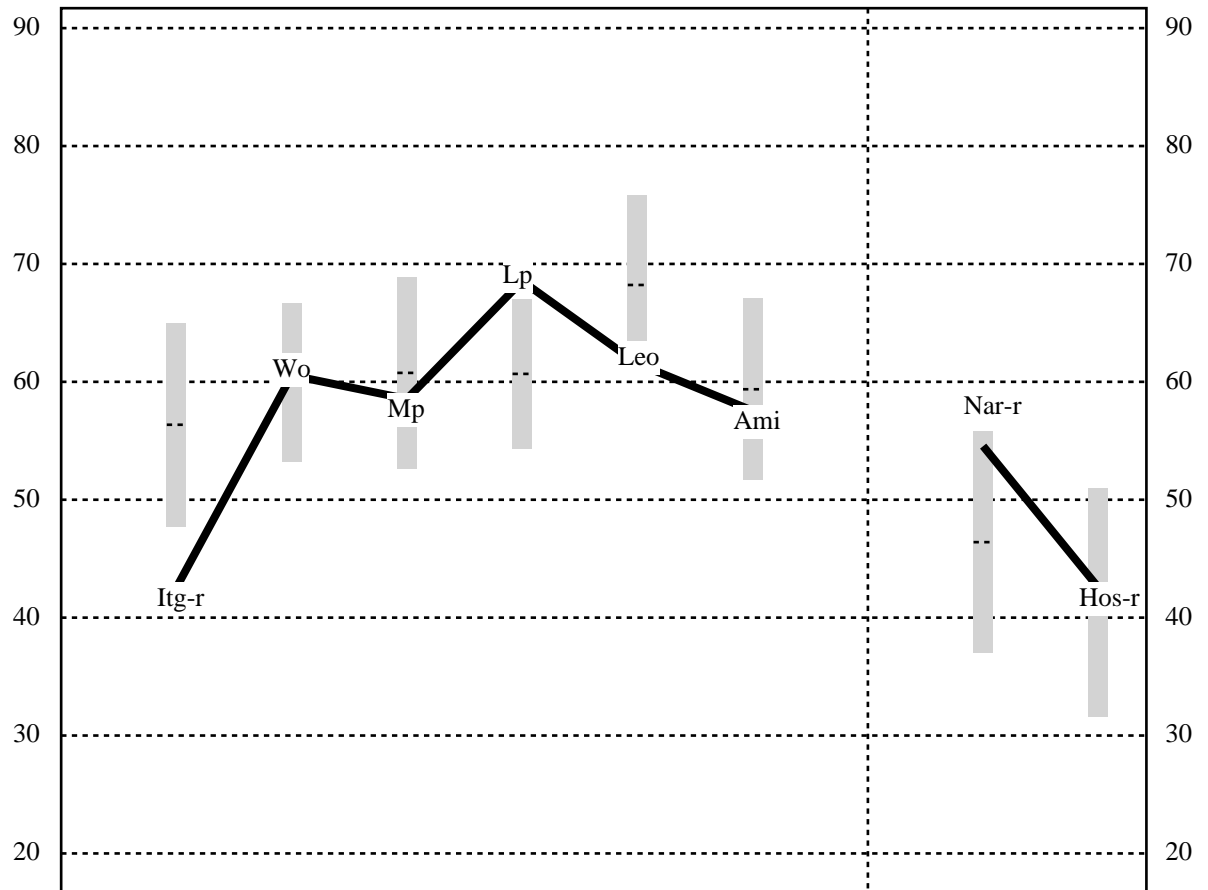
- For each scale, the percentile value indicates where the test taker's scale score falls, on a percentage basis, along the distribution of scale scores for the Applicant Comparison Sample. Bold font is applied to scores deemed relevant to a selection determination and descriptions of these scores are provided in the Scale Descriptions section of the report.
- Although Applicant T scores are linked to job-relevant screening criteria and may be used to support the screening decision, it is not appropriate to assume the same correspondence between these scores and the standard interpretations that have been established for the community-based norms.

Comparison Profile #8

Community Norms & Applicant Comparison Sample For the CPI Special Purpose Scales

The test taker's Community T scores (shown below as a solid line) were computed using norms based on the scores of a sample of 6,000 members of the CPI Community Sample.

The profile below compares the test-taker's Community T scores with the Community T scores of the Applicant Comparison Sample. (The Applicant Comparison Sample consists of **42,485 applicants who were applying for the position of correction officer.**) The shaded vertical bars on the profile show the mean Community T scores for the Applicant Comparison sample, plus and minus one standard deviation.



| | Itg-r | Wo | Mp | Lp | Leo | Ami | Nar-r | Hos-r |
|--|--------------|----|----|----|-----|-----|-------|-------|
|--|--------------|----|----|----|-----|-----|-------|-------|

Test Taker Data

| | | | | | | | | |
|-------------|----------|----|----|----|----|----|----|----|
| Raw Score | 18 | 20 | 17 | 35 | 20 | 21 | 21 | 7 |
| T Score | 43 | 61 | 59 | 69 | 62 | 58 | 55 | 43 |
| *Percentile | 9 | 57 | 44 | 98 | 24 | 40 | 84 | 67 |

Comparison Sample Data

| | | | | | | | | |
|--------------|----|----|----|----|----|----|----|----|
| Mean T Score | 56 | 60 | 61 | 61 | 68 | 59 | 46 | 41 |
| Standard Dev | 9 | 7 | 8 | 6 | 8 | 8 | 9 | 10 |

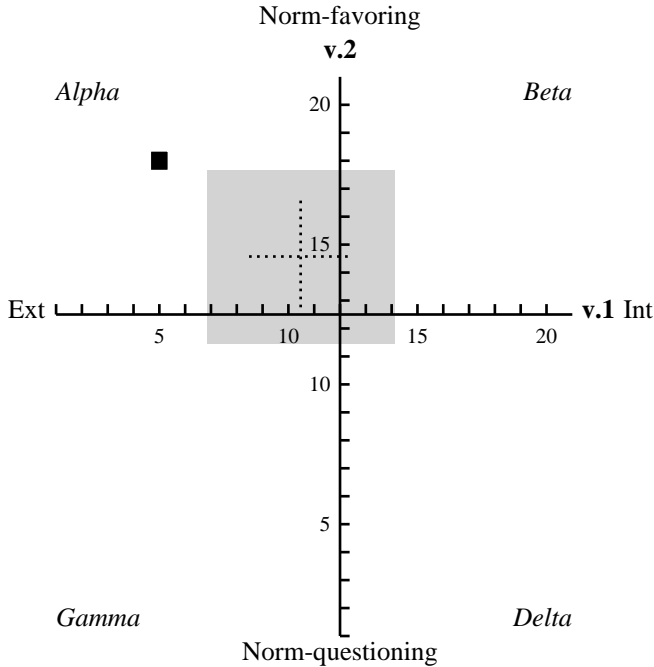
Notes:

- For each scale, the percentile value indicates where the test taker's scale score falls, on a percentage basis, along the distribution of scale scores for the Applicant Comparison Sample. Bold font is applied to scores deemed relevant to a selection determination and descriptions of these scores are provided in the Scale Descriptions section of the report.
- Although Applicant T scores are linked to job-relevant screening criteria and may be used to support the screening decision, it is not appropriate to assume the same correspondence between these scores and the standard interpretations that have been established for the community-based norms.

Applicant Type and Level

Test Taker's Type = Alpha

% of applicants in this type = 56%



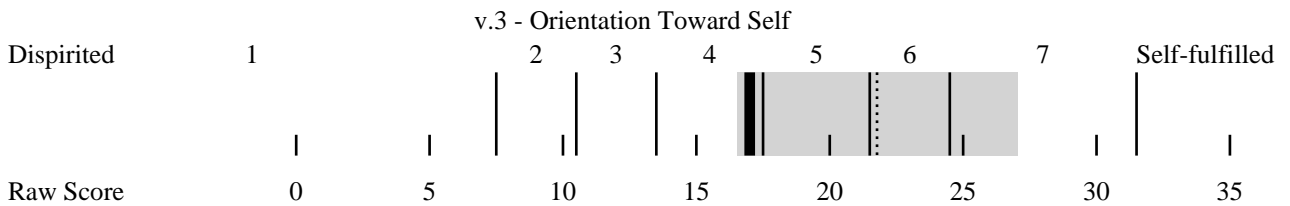
At their best Alphas can be charismatic leaders and instigators of constructive social action. However, some Alpha subjects are also described as: ambitious, boastful, conceited, ingenious, opportunistic, outgoing, show-off and shrewd. Also, the IPAR staff noted an undesirable quality of self-seeking in some Alpha subjects.

In the shaded area of the chart, the horizontal dimension indicates the mean applicant raw score for the v.1 scale (Externality/Internality) plus or minus one standard deviation. The vertical dimension indicates the mean applicant raw score for the v.2 scale (Norm-favoring/Norm-questioning) plus or minus one standard deviation. The black square represents the test taker's scores. The data was based on a sample of **42,485 applicants for the position of correction officer.**

Test Taker's Level = 4

% of applicants at this level or lower = 21%

The shaded area of the chart indicates the mean applicant raw score for the v.3 scale (Orientation Toward Self) plus or minus one standard deviation. The dark line represents the test taker's score.



VECTOR SCALE SCORES

| Scale | Scale Label | Raw Score | Applicant Percentile* |
|-------|------------------------------------|-----------|-----------------------|
| v.1 | Orientation Toward Others | 5 | 9 |
| v.2 | Orientation Toward Societal Values | 18 | 91 |
| v.3 | Orientation Toward Self | 17 | 21 |

* Note:

- For each scale, the percentile value indicates where the test taker's scale score falls, on a percentage basis, along the distribution of scale scores for the Applicant norm sample. Bold font is applied to scores deemed relevant to a selection determination and descriptions of these scores are provided in the Scale Descriptions section of the report.

CPI Scales

A legend of scale abbreviations and full-scale names is presented below. Detailed descriptions of these scales are provided in the CPI Manual (Gough & Bradley, 2005), in cited publications and in the Technical Manual written for this report (Roberts, R. & Roberts, M., 2018).

| Code | Description | Code | Description |
|-------------|------------------------------|-------------|------------------------------------|
| Do | Dominance | Is | Insightfulness |
| Cs | Capacity for Status | Fx | Flexibility |
| Sy | Sociability | Itg-r | Integrity - revised |
| Sp | Social Presence | Mp | Managerial Potential |
| Sa | Self-Acceptance | Wo | Work Orientation |
| In | Independence | CT | Creative Temperament |
| Em | Empathy | Lp | Leadership Potential |
| Re | Responsibility | Leo | Law Enforcement orientation |
| So | Social Conformity | Ami | Amicability |
| Sc | Self-Control | Nar-r | Narcissism - revised |
| Gi | Good Impression | Hos-r | Hostility - revised |
| Cm | Communality | v.1 | Orientation Toward Others |
| Wb | Well-Being | v.2 | Orientation Toward Societal Values |
| To | Tolerance | v.3 | Orientation Toward Self |
| Ac | Achievement via Conformance | Fg | Fake Good Index |
| Ai | Achievement via Independence | Rnd | Random Index |
| Cf | Conceptual Fluency | Fb | Fake Bad Index |

Selection Relevant CPI Items

Items-endorsed by test taker

Items endorsed by applicant, categorized by construct

(Roberts, Wihera, Lenhart, Tracy, Reidy, Johnson, Benner, McIntyre, Ostrov)

The items printed below were endorsed by this applicant in the manner indicated by the response abbreviation after the item (F=False, T=True). The value following the endorsement is the percent of **correction officers** who endorse the item with the same response. The psychologists listed above, who are experts in personnel selection and agree that the content of these items, which are rarely endorsed by job applicants, could indicate the presence of psychological problems which could affect job performance. It is useful to discuss selected item endorsements with the applicant during the interview. This practice may help individualize the suitability assessment, and will also serve to rule out mismarks or misunderstandings by the applicant. **Designation of an item endorsement as selection-relevant should not, by itself, be taken as evidence of an applicant's unsuitability for the position applied to.**

5 selection-relevant item endorsements found (Applicant %tile = 57)

Self-initiative/motivation / 18 items

239. [REDACTED] . (T, 9%)
249. [REDACTED] . (T, 9%)

Following rules and regulations / 11 items

109. [REDACTED] . (F, 47%)

Interpersonal skills/relationships with coworkers and the public / 7 items

142. [REDACTED] . (T, 14%)

Self control / 17 items

218. [REDACTED] . (T, 11%)
-

CPI Scale Descriptions

Scale descriptions are reproduced from the CPI-260 Manual (Gough & Bradley, 2005).

When the T scores have met or exceeded guidelines established by the CPI-260 Manual (Gough & Bradley, 2005), they are printed below in the Community Referenced Findings section.

When the applicant's scores compared to the Incumbent or Applicant Comparison Group have met or exceeded the 90th percentile, or are at or below the 10th percentile and associated with potentially negative traits and characteristics, scale descriptions are printed in the Comparison Group Findings section.

Approach to the Testing

| Scale | Com T | Description |
|-------|-------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Fg | X | Caution must be exercised in the interpretation of the applicant's score profile. Favorable traits or characteristics suggested by the applicant's profile are potentially the result of excessive minimizing or defensiveness. |

Community Referenced Findings

No scales exceeded the prescribed thresholds.

Comparison Group Findings*

*** Interpretative statements are generated for applicants based on special group norm thresholds (e.g., Applicant, Incumbent) and are not based on Community T scores. It is not appropriate to assume the same correspondence between these scores and the standard interpretations that have been established for the community-based norms. Therefore, using these statements to characterize the applicant must take into consideration all available data as well as the psychologist's professional judgment.**

| Scale | Prob | %tile | Description |
|---------------|------|-------|--------------------------------------------------------------------|
| Prob Inv Dept | 23% | 93% | Applicants with scores in this range are more likely to [REDACTED] |

| Scale | Incumbent | Applicant | Com | Scale Description |
|-------|-----------|-----------|-----|--------------------------------------------------------------------------|
| Do | 62T 93% | 62T 93% | 67T | Applicants with scores in this range may be seen [REDACTED] |
| Wb | 32T 8% | 38T 14% | 53T | Applicants with scores in this range may be seen by others as [REDACTED] |
| To | 27T 3% | 30T 5% | 42T | Applicants with scores in this range may be seen as [REDACTED] |
| Itg-r | 31T 5% | 35T 9% | 43T | Applicants with scores in this range may be seen as [REDACTED] |

| Scale | Incumbent | Applicant | Com | Scale Description |
|--------------|------------------|------------------|------------|--------------------------|
| v.1 | 34T 7% | 0T 9% | 34T | [REDACTED] |

Item Responses

| | | | | | | | | | | |
|-------|-------|-------|-------|--------|--------|--------|--------|--------|--------|--------|
| 1. T | 25. F | 49. T | 73. T | 97. F | 121. T | 145. F | 169. T | 193. T | 217. T | 241. F |
| 2. T | 26. F | 50. T | 74. T | 98. T | 122. F | 146. T | 170. F | 194. T | 218. T | 242. T |
| 3. T | 27. T | 51. F | 75. T | 99. T | 123. F | 147. F | 171. F | 195. F | 219. F | 243. F |
| 4. T | 28. T | 52. F | 76. F | 100. F | 124. T | 148. T | 172. F | 196. F | 220. F | 244. T |
| 5. T | 29. F | 53. T | 77. T | 101. F | 125. F | 149. F | 173. F | 197. F | 221. F | 245. F |
| 6. F | 30. F | 54. F | 78. F | 102. T | 126. F | 150. T | 174. T | 198. T | 222. T | 246. T |
| 7. T | 31. F | 55. T | 79. F | 103. F | 127. T | 151. T | 175. T | 199. T | 223. T | 247. F |
| 8. T | 32. T | 56. T | 80. F | 104. T | 128. F | 152. T | 176. F | 200. T | 224. T | 248. T |
| 9. T | 33. F | 57. F | 81. F | 105. F | 129. F | 153. T | 177. F | 201. T | 225. T | 249. T |
| 10. F | 34. F | 58. F | 82. F | 106. F | 130. T | 154. F | 178. F | 202. T | 226. F | 250. T |
| 11. F | 35. T | 59. F | 83. F | 107. T | 131. F | 155. F | 179. F | 203. F | 227. T | 251. T |
| 12. T | 36. F | 60. T | 84. F | 108. F | 132. T | 156. F | 180. T | 204. T | 228. F | 252. F |
| 13. T | 37. T | 61. F | 85. F | 109. F | 133. F | 157. F | 181. T | 205. F | 229. F | 253. F |
| 14. F | 38. T | 62. T | 86. F | 110. F | 134. F | 158. T | 182. F | 206. T | 230. F | 254. F |
| 15. F | 39. F | 63. T | 87. T | 111. F | 135. F | 159. T | 183. T | 207. F | 231. F | 255. T |
| 16. F | 40. T | 64. F | 88. F | 112. F | 136. T | 160. T | 184. F | 208. F | 232. F | 256. F |
| 17. T | 41. F | 65. F | 89. T | 113. F | 137. T | 161. T | 185. T | 209. F | 233. F | 257. F |
| 18. F | 42. T | 66. T | 90. T | 114. T | 138. T | 162. T | 186. F | 210. F | 234. T | 258. T |
| 19. T | 43. T | 67. T | 91. T | 115. F | 139. F | 163. F | 187. F | 211. T | 235. T | 259. F |
| 20. F | 44. F | 68. F | 92. F | 116. T | 140. T | 164. F | 188. T | 212. F | 236. F | 260. F |
| 21. F | 45. T | 69. F | 93. F | 117. F | 141. T | 165. T | 189. T | 213. T | 237. T | |
| 22. T | 46. F | 70. F | 94. T | 118. T | 142. T | 166. F | 190. T | 214. F | 238. T | |
| 23. T | 47. F | 71. F | 95. T | 119. F | 143. F | 167. T | 191. F | 215. T | 239. T | |
| 24. F | 48. T | 72. T | 96. T | 120. T | 144. T | 168. F | 192. F | 216. T | 240. T | |

End of Report