



Oak Springs, MN

Administration: December 10, 2018

Number of Candidates Tested: 64

Examination Form: 2

Region: Midwest

Sub-Region: Midwest West North Central

State: MN

General Report Overview

This adverse impact report automatically compiled data from your most recent test administration. Further information concerning the analyses conducted herein is provided at the beginning of this report. **Note: This report is intended for departmental use only.**

Explanation of Adverse Impact Analyses

This report contains information related to the presence of adverse impact pertaining to your agency's test administration. The statistics used to present this information are adverse impact ratios (AIRs) and standardized mean differences (SMDs). Explanations of these statistical concepts are presented within this section.

Adverse Impact Ratio

When evaluating a selection system, it becomes critical to examine the degree to which the system impacts members of different subgroups. U.S. law mandates that protected classes, including racial minorities and women, not be subject to adverse outcomes in any hiring or promotional process. The initial evaluation of the degree of adverse impact is commonly assessed by adverse impact ratios (AIRs). The pass rate for any given protected class (i.e. African Americans, Women, Hispanics, etc.) should be similar to the pass rate for the non-protected comparison group (i.e. Caucasians, Males). *The Uniform Guidelines on Employee Selection* have defined "similar" to be at least 80 percent of the rate for the non-protected comparison group. This is commonly referred to as the 4/5th rule, and a *prima facie* case of disparate impact is said to exist when the AIR for a certain group fails to meet or exceed this 0.80 threshold. When the AIR is at or above 0.80, there is no indication of adverse impact according to the 4/5th rule. The focal question the 4/5th rule aims to answer is, "Does a protected class/group pass a test at a similar rate to that of the corresponding non-protected comparison group?"

Standardized Mean Difference

A highly sensitive statistic for determining group differences in performance is known as the standardized mean difference (SMD), which is employed in this setting to provide information concerning disparate impact. The SMD provides information on the magnitude of the disparity between groups. The SMD is commonly assessed by Cohen's (1988) *d* measure of effect size and is interpreted as the difference in mean outcome between groups. The advantage of using this statistic is that, since it is a metric expressed on a standard scale, the performance of different selection measures or tools can be compared against industry standards for the degree of subgroup differences that are commonly observed. For example, the standardized mean difference between African American and White populations on cognitive ability tests is typically about 1 standard deviation (i.e., *d* = 1.0).

Values for the standardized mean difference can be negative, zero, or positive with the vast majority of values falling between -2 and 2. A positive value indicates that the non-protected group outperformed the protected group. A value close to zero indicates that the two groups performed reasonably similar, while a negative value indicates that the protected group outperformed the non-protected group. In 1988, Cohen offered conventional interpretations for the effect size as: 0.2 = "small;" 0.5 = "medium;" and 0.8 = "large." The SMD values for your local test administration are coded within this report in the following manner:

| Effect Size | Color Code |
|-------------|-------------------|
| Trivial | 0.00 through 0.20 |
| Small | 0.21 through 0.50 |
| Medium | 0.51 through 0.80 |
| Large | Greater than 0.80 |

Please note that negative SMD values indicate that the protected group outperformed the non-protected group. As such, these differences will be coded as trivial in the presentation of your local results.

Local Results Synopsis

The following table presents the adverse impact ratios (AIRs) and standardized mean differences (SMDs) for your most recent test administration. As described in the preceding section, the AIR represents the passing rate of a protected group as compared to a non-protected group. If the AIR falls below the .80 threshold, adverse impact is said to exist. The other statistic presented in the table, the SMD, represents the degree of the disparity between groups.

| Class | Passing | Sample.Size | SR | AIR | Mean | SD | SMD |
|-----------------------|-----------|-------------|--------------|--------|--------------|-------------|------------|
| Race/Ethnicity | | | | | | | |
| African American | 9 | 10 | 90% | 0.932 | 80.83 | 7.63 | 0.61 |
| Asian | 11 | 11 | 100% | 1.035 | 86.19 | 4.47 | -0.15 |
| Hispanic | 11 | 11 | 100% | 1.035 | 87.19 | 3.00 | -0.31 |
| Native American | 1 | 1 | 100% | 1.035* | 89.27 | NaN | NaN |
| White | 28 | 29 | 96.6% | Base | 85.24 | 7.05 | Base |
| Other | 2 | 2 | 100% | 1.035* | 90.54 | 2.72 | -0.76 |
| Gender | | | | | | | |
| Male | 35 | 36 | 97.2% | Base | 86.53 | 5.26 | Base |
| Female | 27 | 28 | 96.4% | 0.992 | 83.67 | 7.29 | 0.46 |
| All Applicants | | | | | | | |
| Overall | 62 | 64 | 96.9% | | 85.28 | 6.34 | N/A |

^a SR = Selection Ratio. AIR = Adverse Impact Ratio. SMD = Standardized Mean Difference.

^b An asterisk (*) signifies a relatively small sample size; results may not be representative.

^c AIRs indicating a violation of the 4/5th rule are presented in red text.

^d "Overall" reflects total sample, including test-takers who did not report demographic information.

The overall pass rate for your agency's recent test administration was 96.9%. In other words, 62 out of 64 candidates passed the examination. Discussion of the analyses of pass rate differences between race groups will be emphasized for the White-Hispanic and White-African American comparisons, where applicable. While the statistics for all race/ethnicity subgroups are recorded in the table above, the other subgroups will not be further addressed.

There were 10 African American applicants in your testing sample. For the White-African American comparison, an AIR value of 0.932 was calculated, which exceeds .80 and indicates no evidence of adverse impact. Further, for the

White-African American SMD analysis, an effect size of 0.61 was calculated. This translates to a medium difference between the two groups. Your testing sample also contained 11 Hispanic applicants. An AIR value of 1.035 was calculated for the White-Hispanic comparison, which exceeds .80 and indicates no evidence of adverse impact. The SMD for this comparison was -0.31 which translates to a trivial difference between the two groups.

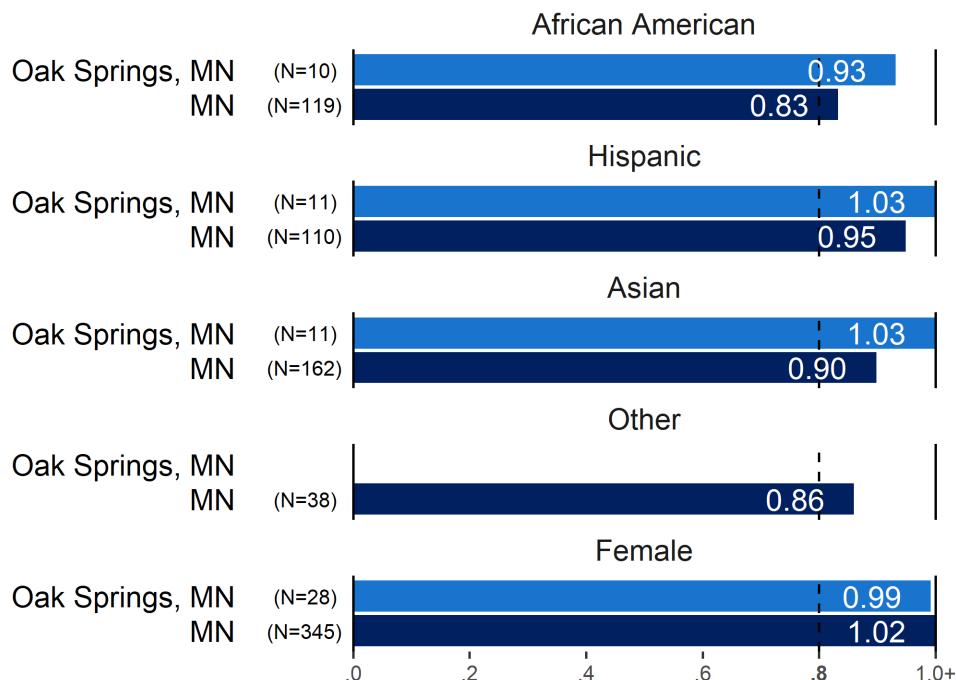
Adverse impact analyses were also conducted for the Male-Female comparison. There were 28 female applicants in your testing sample. For the Male-Female comparison, an AIR value of 0.992 was calculated, which exceeds .80 and indicates no evidence of adverse impact. Further, for the Male-Female SMD analysis, an effect size of 0.46 was calculated. This translates to a small difference between the two groups.

In summary, no evidence of adverse impact within your test administration for any protected subgroup has been noted. While this outcome is favorable, best practice always dictates that the test user must demonstrate that the test is substantially related to the local job it is being used to select for. We recommend that your agency performs a transportability study to substantiate the use of the examination locally. IOS offers a method that allows for this to be accomplished at no cost to your agency. This will provide defense for your use of the exam, should a legal challenge arise. Please contact IOS to learn more information about our free transportability study offer.

In the remaining sections of this report, the AIRs from your test administration are compared to the AIRs found at the State, Sub-Regional, Regional and National levels.

State Results Comparison

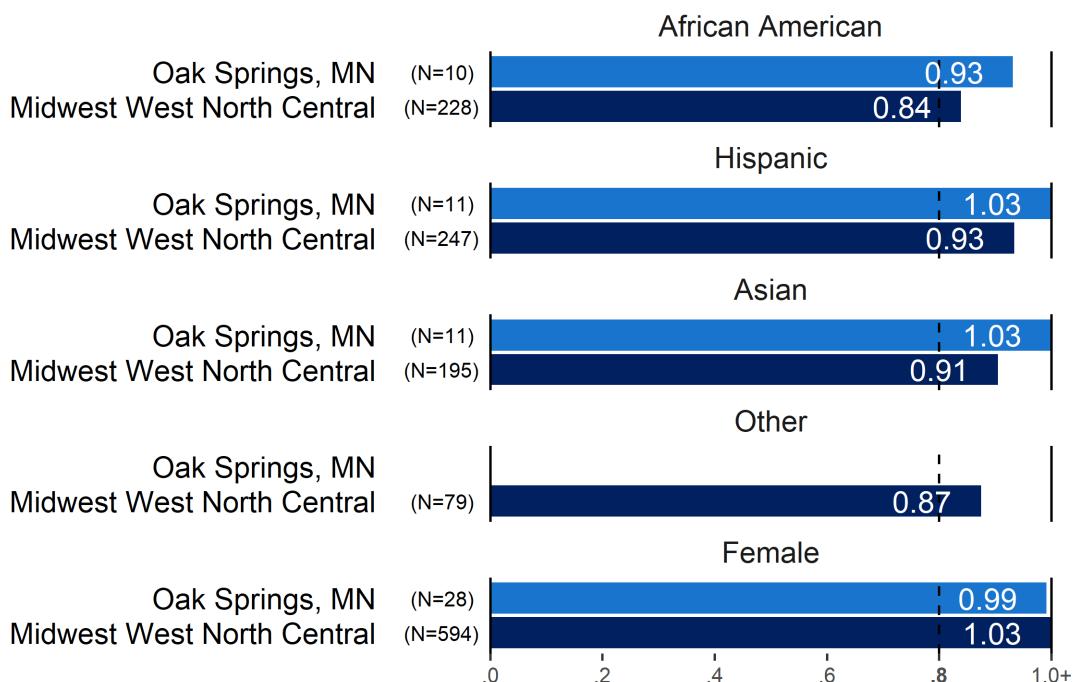
The first comparison was conducted at the state-wide level. Normative data has been aggregated from various agencies testing within your state. An AIR was calculated for each race/ethnicity and gender subgroup at the state-wide level to serve as a comparison to the AIRs calculated for your most recent test administration. The results of these comparisons are graphically displayed below. If a bar is not printed for a particular subgroup on the graph, it signifies that the subgroup contained less than the minimum threshold of candidates to perform accurate calculations (a sample size of at least 10 candidates). For discussion, only the White-Hispanic, White-African American and Male-Female comparisons will be emphasized.



Since the African American sample size was exceedingly small for your most recent test administration, only the AIR at the state-wide level is displayed for the White-African American comparison. The AIR for the White-African American comparison at the state-wide level was calculated at 0.83, based on a sample size of 119 applicants. The calculated AIR for the White-Hispanic comparison in your test administration was 1.03, and the calculated AIR at the state-wide level for the White-Hispanic comparison was 0.95, based on a sample size of 110 applicants. The calculated AIR for the Male-Female comparison in your test administration was 0.99, and the calculated AIR at the state-wide level for the Male-Female comparison was 1.02, based on a sample size of 345 applicants.

Sub-Regional Results Comparison

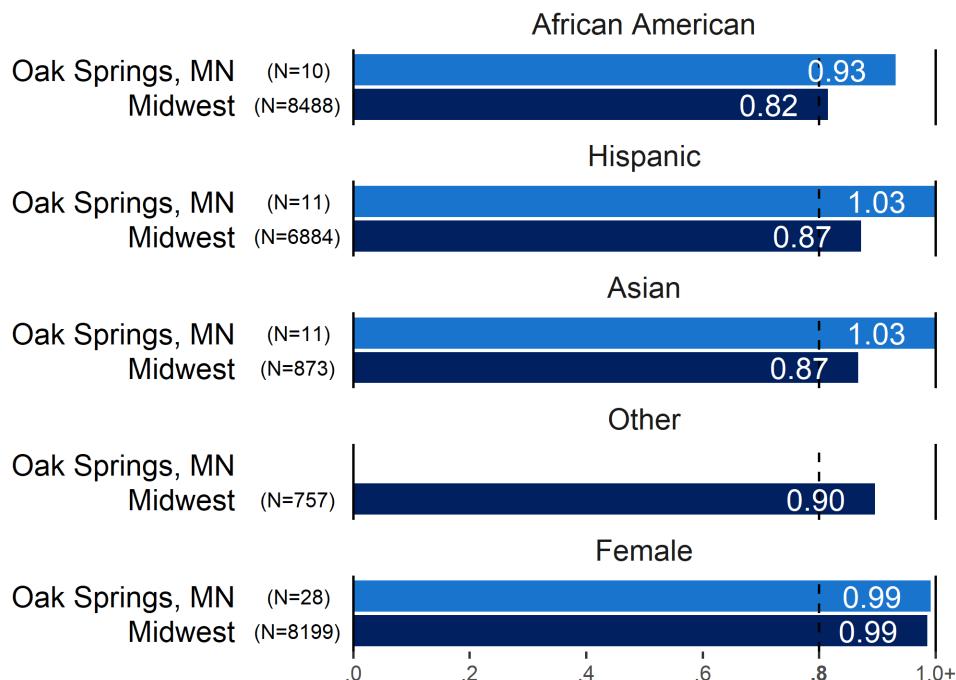
The second comparison was conducted at the sub-regional level. Normative data has been aggregated from various agencies testing within your sub-region. An AIR was calculated for each race/ethnicity and gender subgroup at the sub-region level to serve as a comparison to the AIRs calculated for your most recent test administration. The appendix provides further information concerning which states are in your sub-region. The results of these comparisons are graphically displayed below. If a bar is not printed for a particular subgroup on the graph, it signifies that the subgroup contained less than the minimum threshold of candidates to perform accurate calculations (a sample size of at least 10 candidates). For discussion, only the White-Hispanic, White-African American and Male-Female comparisons will be emphasized.



Since the African American sample size was exceedingly small for your most recent test administration, only the AIR at the sub-regional level is displayed for the White-African American comparison. The AIR for the White-African American comparison at the sub-regional level was calculated at 0.84, based on a sample size of 228 applicants. The calculated AIR for the White-Hispanic comparison in your test administration was 1.03, and the calculated AIR at the sub-regional level for the White-Hispanic comparison was 0.93, based on a sample size of 247 applicants. The calculated AIR for the Male-Female comparison in your test administration was 0.99, and the calculated AIR at the sub-regional level for the Male-Female comparison 1.03, based on a sample size of 594 applicants.

Regional Results Comparison

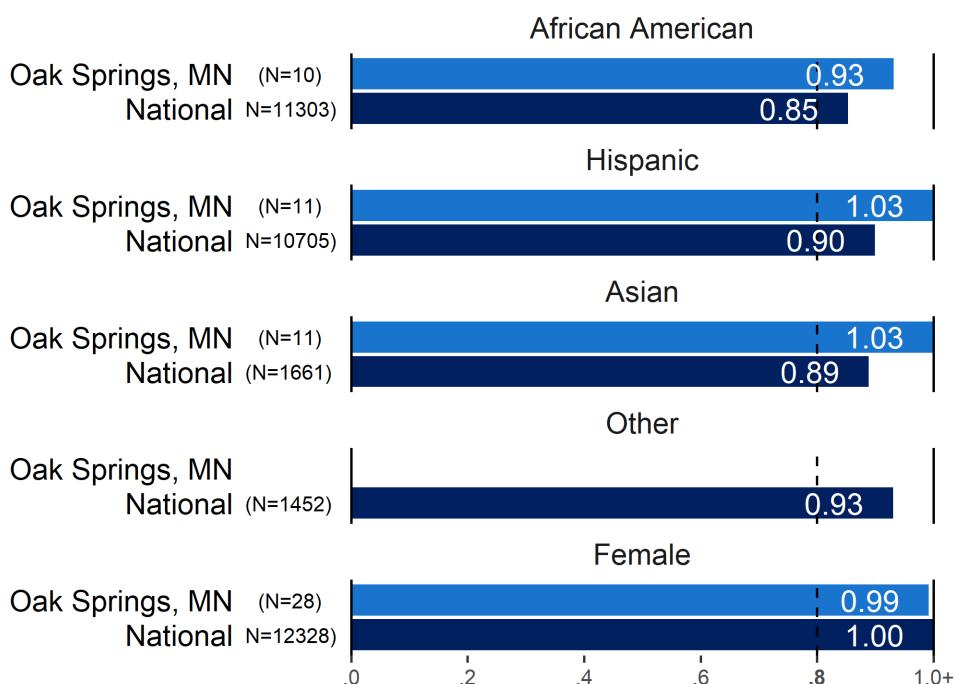
The third comparison was conducted at the regional level. Normative data has been aggregated from various agencies testing within your region. An AIR was calculated for each race/ethnicity and gender subgroup at the region level to serve as a comparison to the AIRs calculated for your most recent test administration. The appendix provides further information concerning which states are in your region. The results of these comparisons are graphically displayed below. If a bar is not printed for a particular subgroup on the graph, it signifies that the subgroup contained less than the minimum threshold of candidates to perform accurate calculations (a sample size of at least 10 candidates). For discussion, only the White-Hispanic, White-African American and Male-Female comparisons will be emphasized.



Since the African American sample size was exceedingly small for your most recent test administration, only the AIR at the regional level is displayed for the White-African American comparison. The AIR for the White-African American comparison at the regional level was calculated at 0.82, based on a sample size of 8488 applicants. The calculated AIR for the White-Hispanic comparison in your test administration was 1.03, and the calculated AIR at the regional level for the White-Hispanic comparison was 0.87, based on a sample size of 6884 applicants. The calculated AIR for the Male-Female comparison in your test administration was 0.99, and the calculated AIR at the regional level for the Male-Female comparison was 0.99, based on a sample size of 8199 applicants.

National Results Comparison

The final comparison was conducted at the national level. Normative data has been aggregated from various agencies that have utilized this examination across the nation. This data will provide a comprehensive look at your department's performance compared to the entire nation. An AIR was calculated for each race/ethnicity and gender subgroup at the national level to serve as a comparison to the AIRs calculated for your most recent test administration. The results of these comparisons are graphically displayed below. If a bar is not printed for a particular subgroup on the graph, it signifies that the subgroup contained less than the minimum threshold of candidates to perform accurate calculations (a sample size of at least 10 candidates). For discussion, only the White-Hispanic, White-African American and Male-Female comparisons will be emphasized.



Since the African American sample size was exceedingly small for your most recent test administration, only the AIR at the national level is displayed for the White-African American comparison. The AIR for the White-African American comparison at the national level was calculated at 0.85, based on a sample size of 11303 applicants. The calculated AIR for the White-Hispanic comparison in your test administration was 1.03, and the calculated AIR at the national level for the White-Hispanic comparison was 0.9, based on a sample size of 10705 applicants. The calculated AIR for the Male-Female comparison in your test administration was 0.99, and the calculated AIR at the national level for the Male-Female comparison was 1, based on a sample size of 12328 applicants.

Appendix

Your Regional and Sub-Regional Breakdown

Your agency identifies with the Midwest region of the United States, which is comprised of the states listed in the following table. Additionally, your agency's sub-region is delineated, which is Midwest West North Central. All calculations and comparisons that were generated in this report used data from these states as a comparison group for your department's performance.

| Region | Sub Region | State |
|---------------|--------------------|--|
| Midwest | East North Central | Indiana Illinois Michigan Ohio Wisconsin |
| | West North Central | Iowa Kansas Minnesota Missouri Nebraska |
| | | North Dakota South Dakota |

Norms Compilation

The normative dataset utilized in the comparisons within this report was last updated on January 16, 2019. The results of your agency's most recent test administration have also been included in the normative dataset.

Contact Information

Thank you for choosing Industrial/Organizational Solutions (IOS) for your personnel selection needs. We appreciate your business and want to ensure you are receiving excellent service. If you have questions or concerns about the information included in this report, or if there is anything you think we could do to better meet your needs, please let us know. We can be reached via telephone at (888) 784-1290 or info@iosolutions.com during our regular business hours (Monday-Thursday 8:30 AM- 5:00 PM CST; Friday 8:30 AM- 3:00 PM CST).



DEPARTMENTAL FEEDBACK REPORT

FOR THE NATIONAL CRIMINAL JUSTICE OFFICER SELECTION INVENTORY

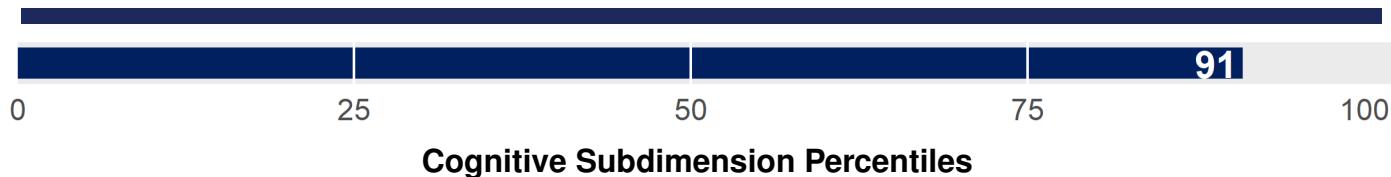
Uren, Mitsue

ID: 9006 Score: 94.4478
Gender: Male Status: Pass
Race: White Exam: Form 2
Administration Date: December 10, 2018
Agency: Oak Springs, MN
Candidate Rank: 1 of 64.

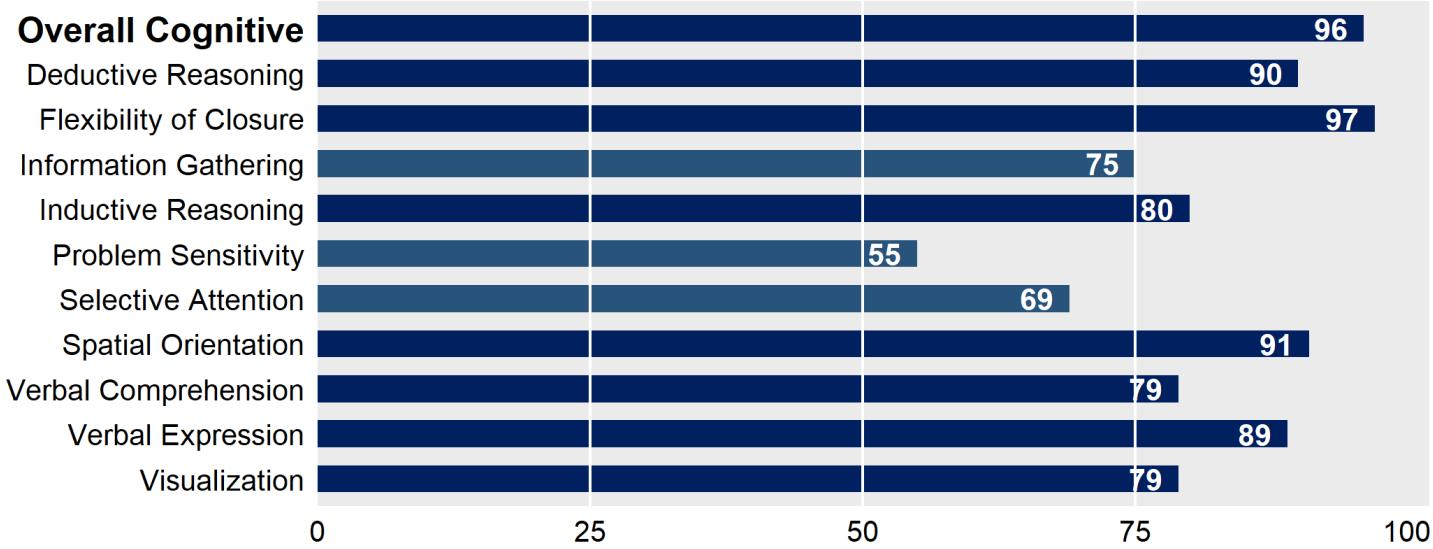
Using This Report

This report uses percentiles to illustrate your candidate's performance on the exam. A "percentile" is determined by comparing an individual to other test-takers in our national sample of data. The values presented in this report indicate the percentile in which the individual falls, or the percentage of test-takers the individual has outscored. For example, an individual scoring in the 95th percentile has outscored 95 percent of all individuals in the sample. **Note: This report is intended for departmental use only.**

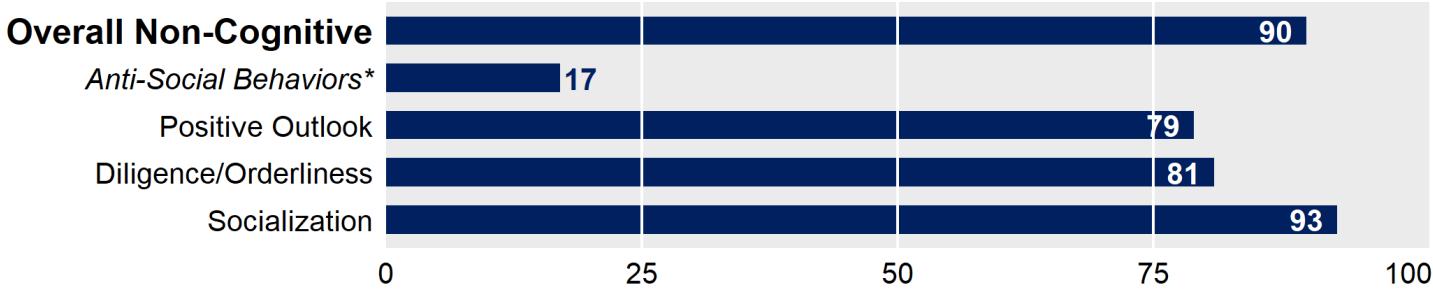
Final Score Percentile



Cognitive Subdimension Percentiles



Non-Cognitive Subdimension Percentiles



Note: Asterisk () signifies reversed scales.*



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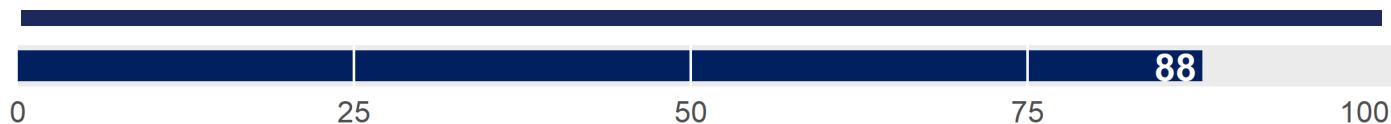
Defeo, Sigrid

ID: 9484 Score: 92.7736
Gender: Female Status: Pass
Race: Asian Exam: Form 2
Administration Date: December 10, 2018
Agency: Oak Springs, MN
Candidate Rank: 2 of 64.

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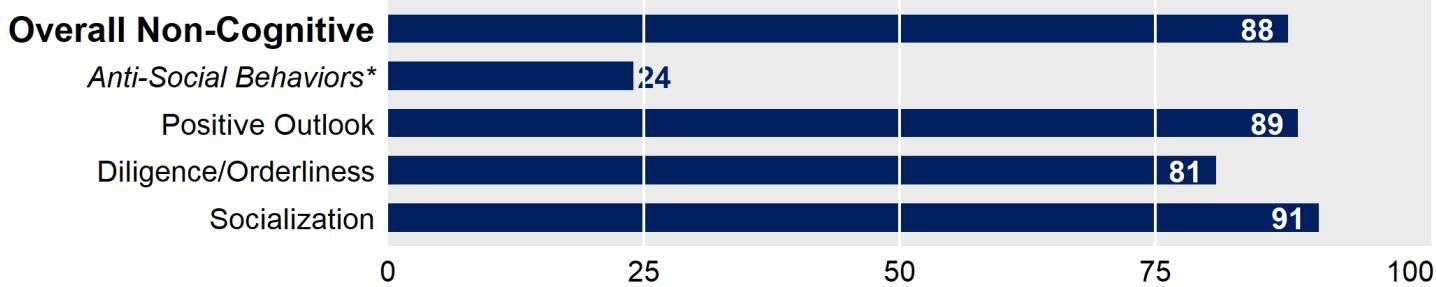
Final Score Percentile



Cognitive Subdimension Percentiles



Non-Cognitive Subdimension Percentiles



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FOR THE NATIONAL CRIMINAL JUSTICE OFFICER SELECTION INVENTORY

Radabaugh, Francisco

ID: 9012 Score: 92.5719
Gender: Male Status: Pass
Race: Hispanic Exam: Form 2
Administration Date: December 10, 2018
Agency: Oak Springs, MN
Candidate Rank: 3 of 64.

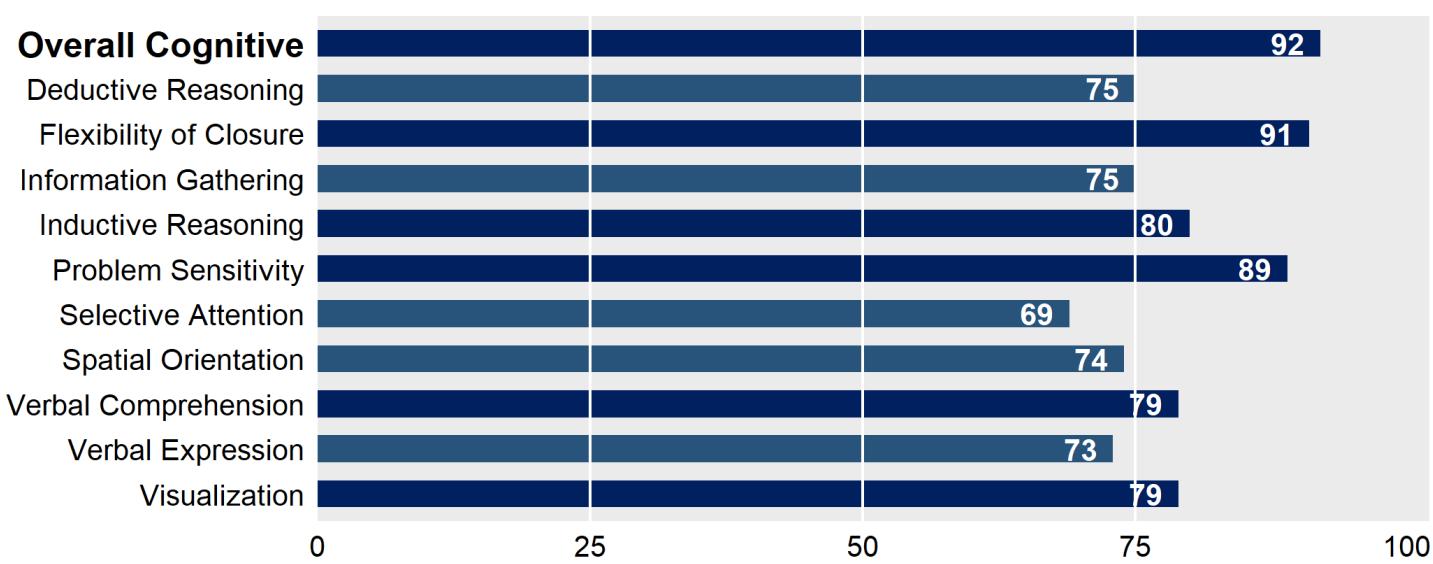
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Final Score Percentile



Cognitive Subdimension Percentiles



Non-Cognitive Subdimension Percentiles



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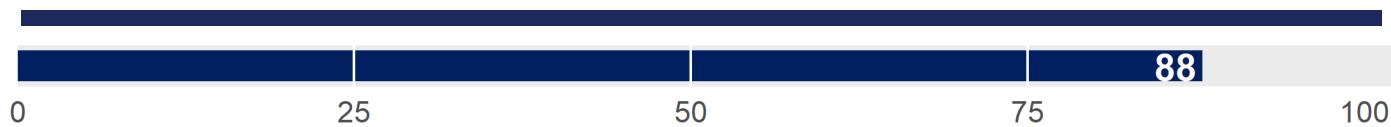
Factor, Gabriel

ID: 7607 Score: 92.464
Gender: Male Status: Pass
Race: Two or More Exam: Form 2
Administration Date: December 10, 2018
Agency: Oak Springs, MN
Candidate Rank: 4 of 64.

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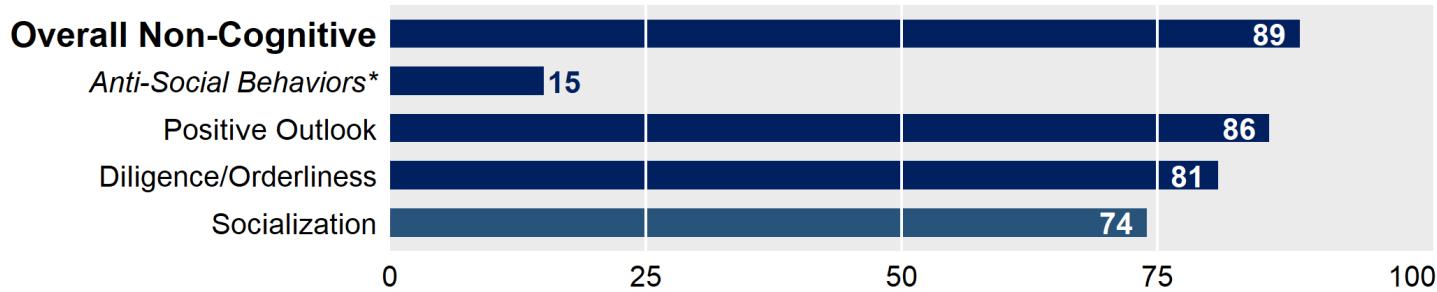
Final Score Percentile



Cognitive Subdimension Percentiles



Non-Cognitive Subdimension Percentiles



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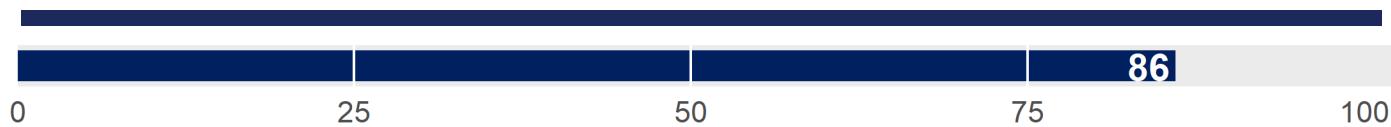
Cogswell, Maryalice

ID: 5036 Score: 91.8447
Gender: Female Status: Pass
Race: White Exam: Form 2
Administration Date: December 10, 2018
Agency: Oak Springs, MN
Candidate Rank: 5 of 64.

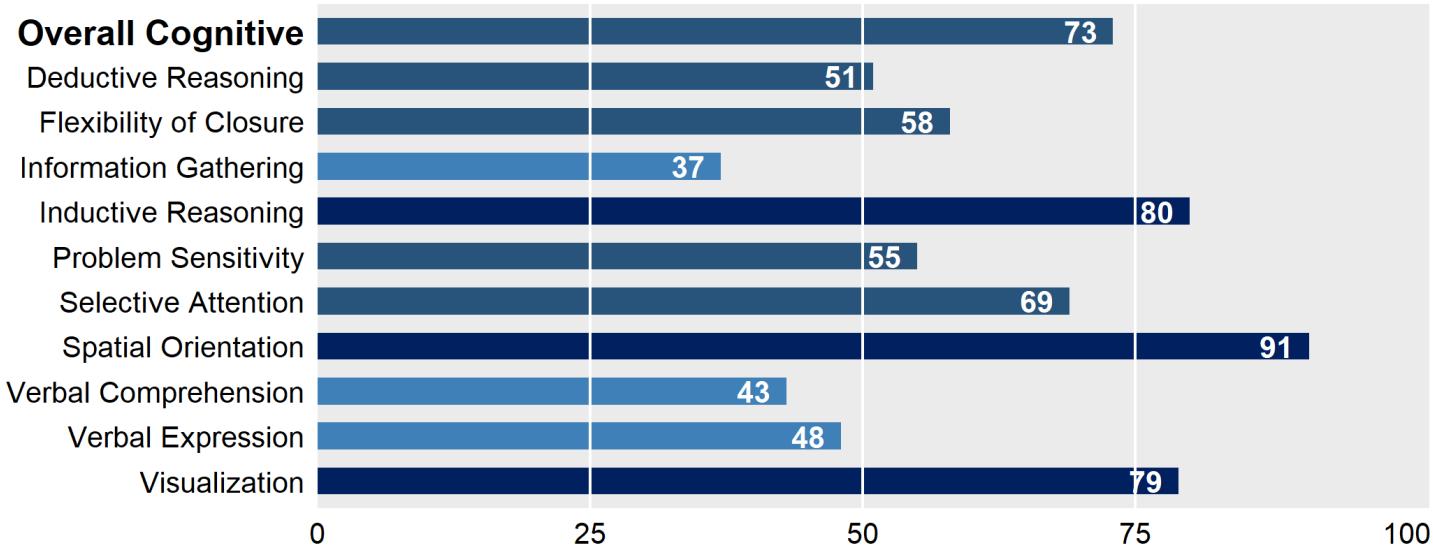
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Cognitive Subdimension Percentiles



Non-Cognitive Subdimension Percentiles



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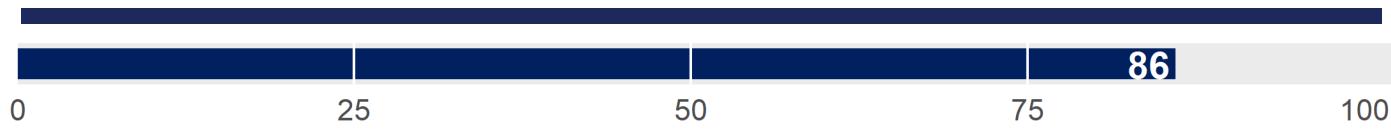
Osterberg, Cedric

ID: 3344 Score: 91.8265
Gender: Male Status: Pass
Race: White Exam: Form 2
Administration Date: December 10, 2018
Agency: Oak Springs, MN
Candidate Rank: 6 of 64.

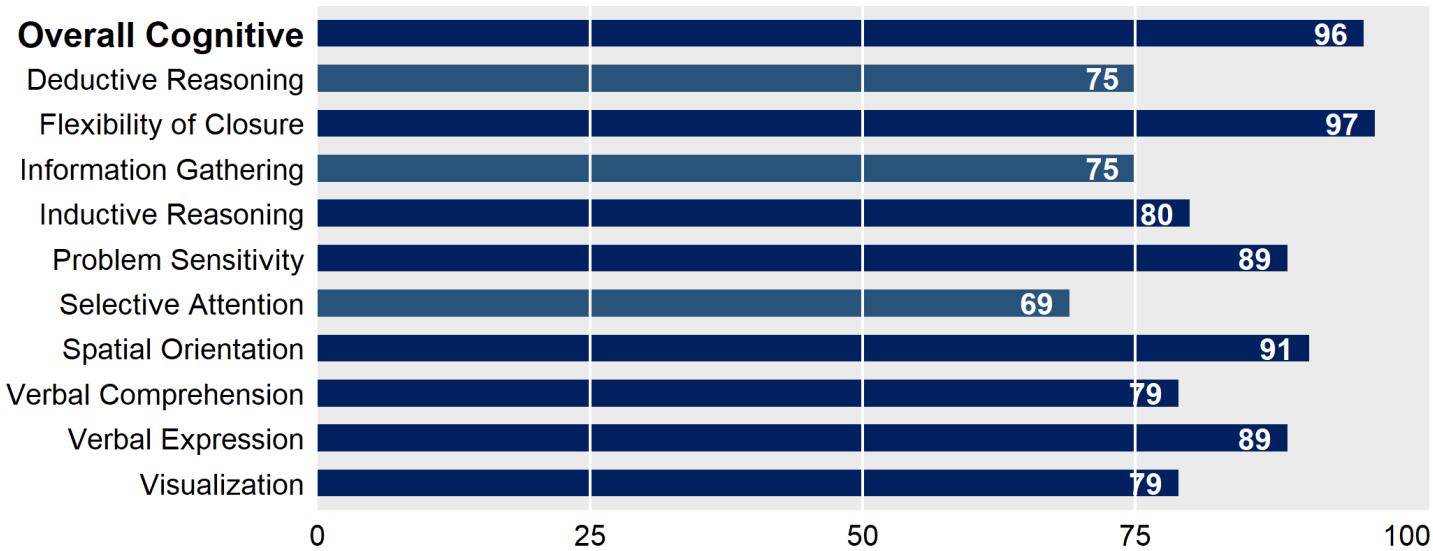
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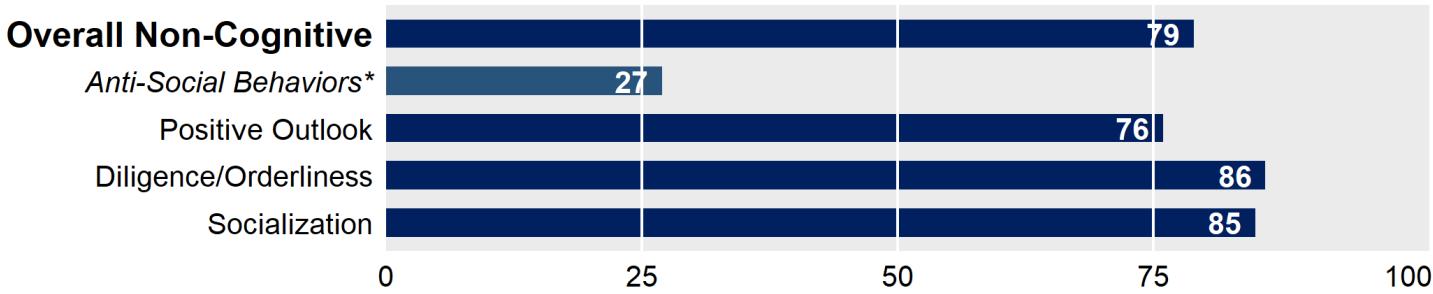
Final Score Percentile



Cognitive Subdimension Percentiles



Non-Cognitive Subdimension Percentiles



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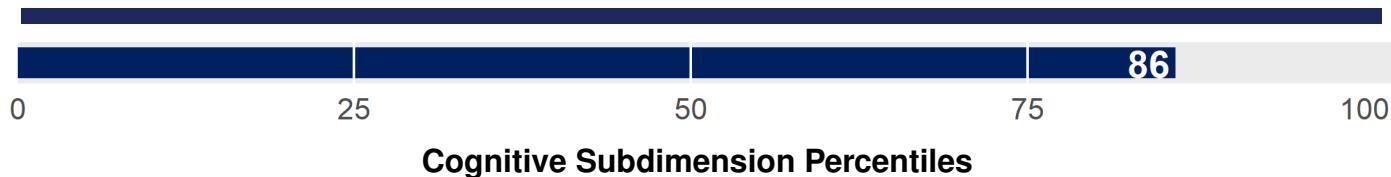
Herandez, Yvette

ID: 7292 Score: 91.8122
Gender: Female Status: Pass
Race: Hispanic Exam: Form 2
Administration Date: December 10, 2018
Agency: Oak Springs, MN
Candidate Rank: 7 of 64.

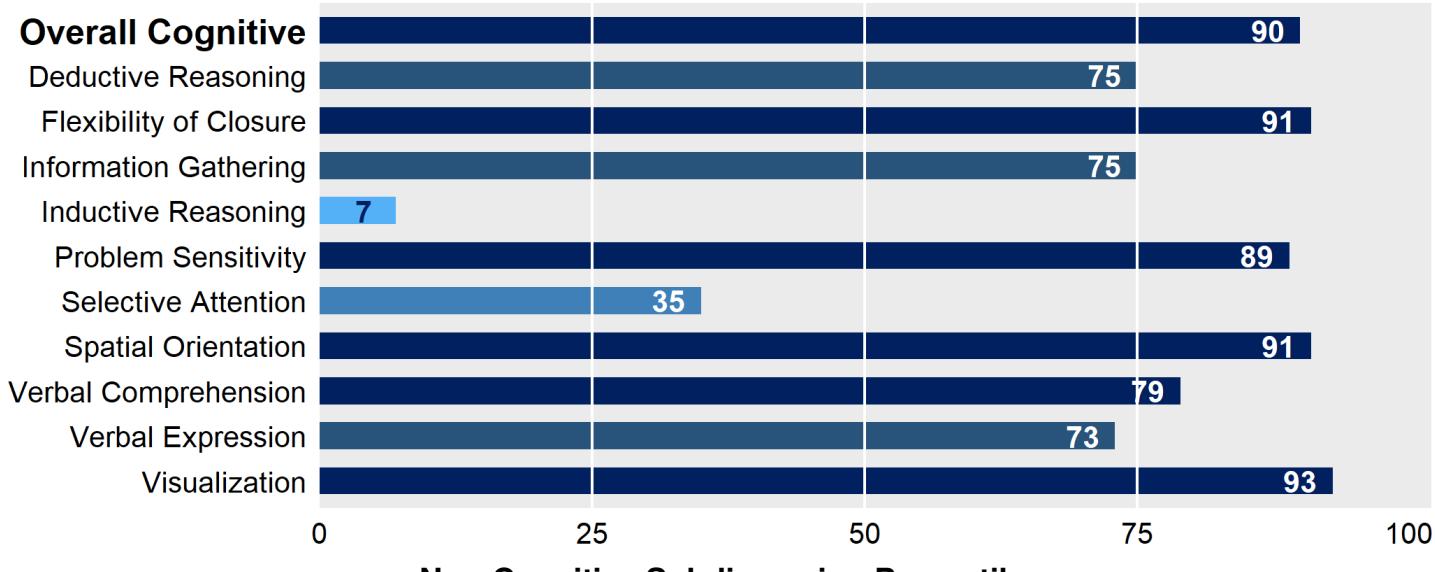
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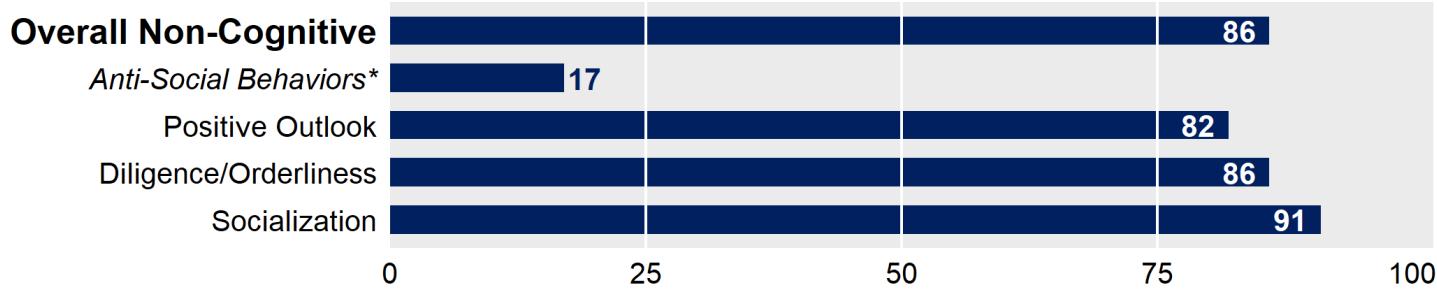
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Cognitive Subdimension Percentiles



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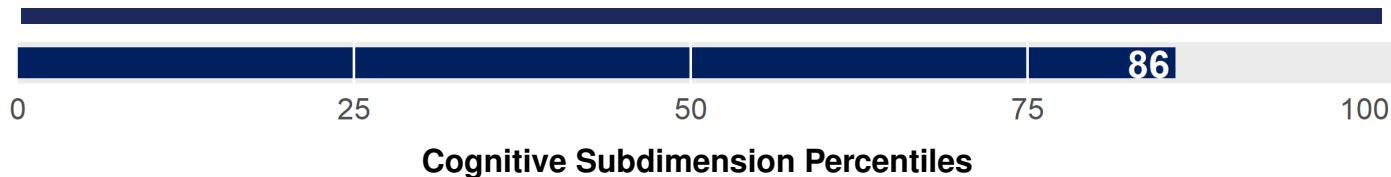
Woo, Lon

ID: 9402 Score: 91.7511
Gender: Male Status: Pass
Race: Asian Exam: Form 2
Administration Date: December 10, 2018
Agency: Oak Springs, MN
Candidate Rank: 8 of 64.

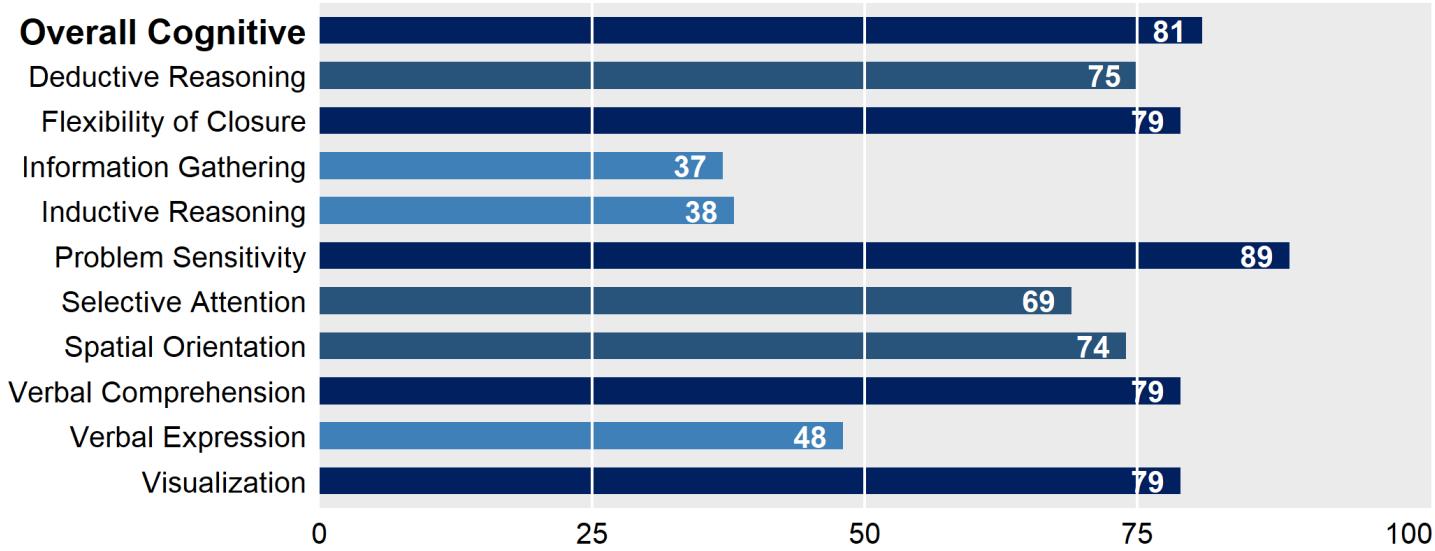
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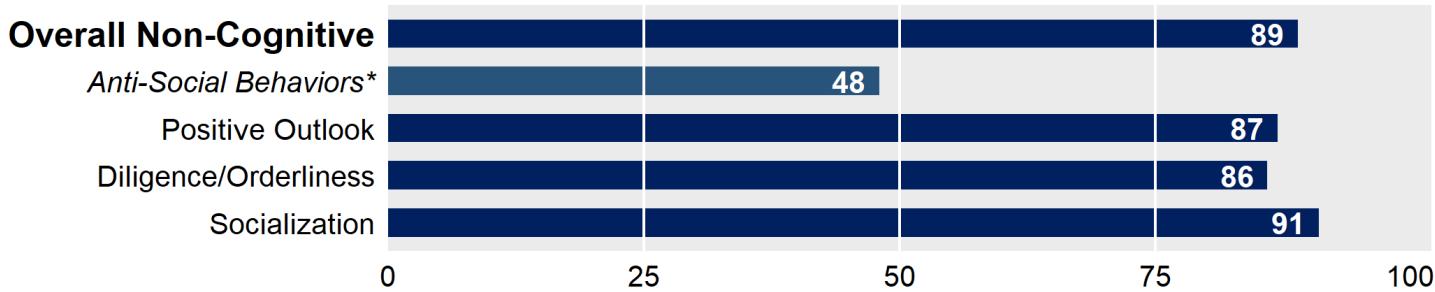
Final Score Percentile



Cognitive Subdimension Percentiles



Non-Cognitive Subdimension Percentiles



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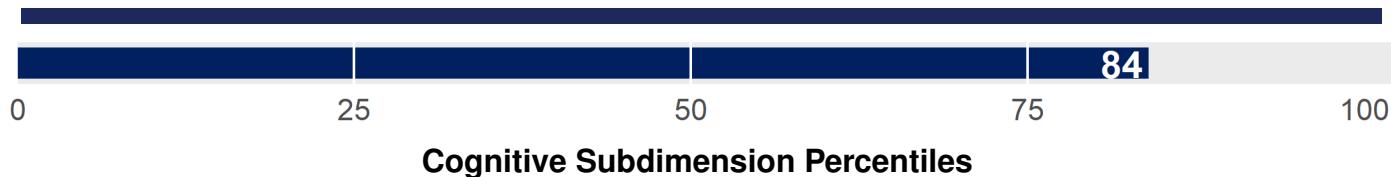
Mcquire, Michael

ID: 2572 Score: 90.9445
Gender: Male Status: Pass
Race: White Exam: Form 2
Administration Date: December 10, 2018
Agency: Oak Springs, MN
Candidate Rank: 9 of 64.

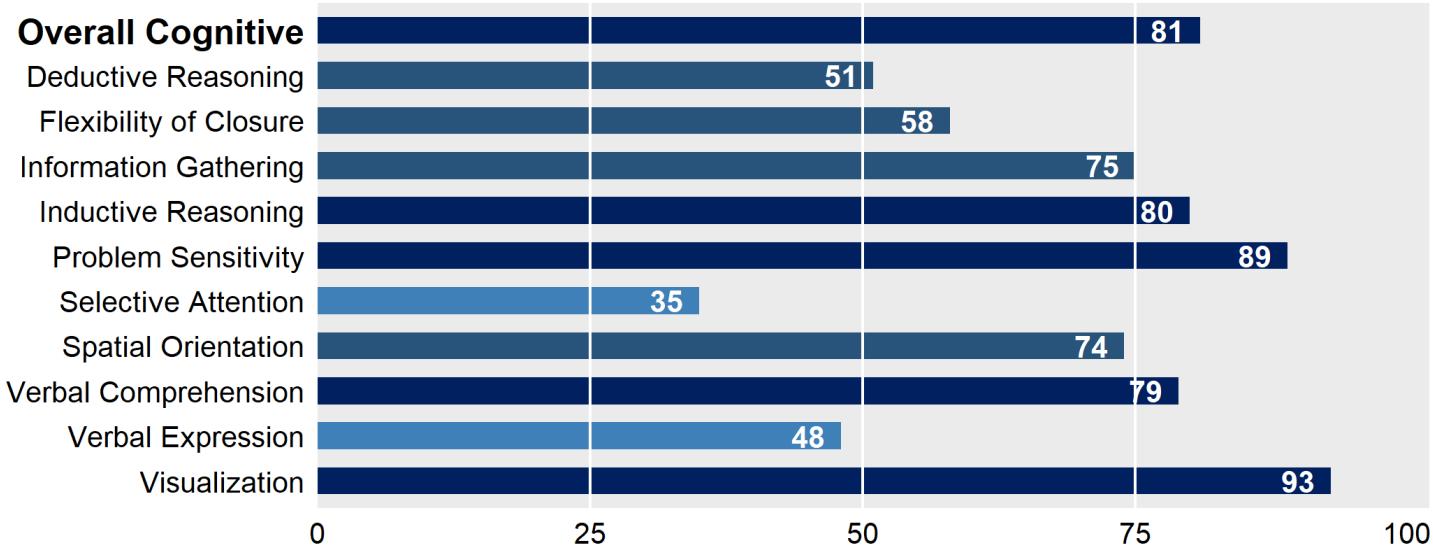
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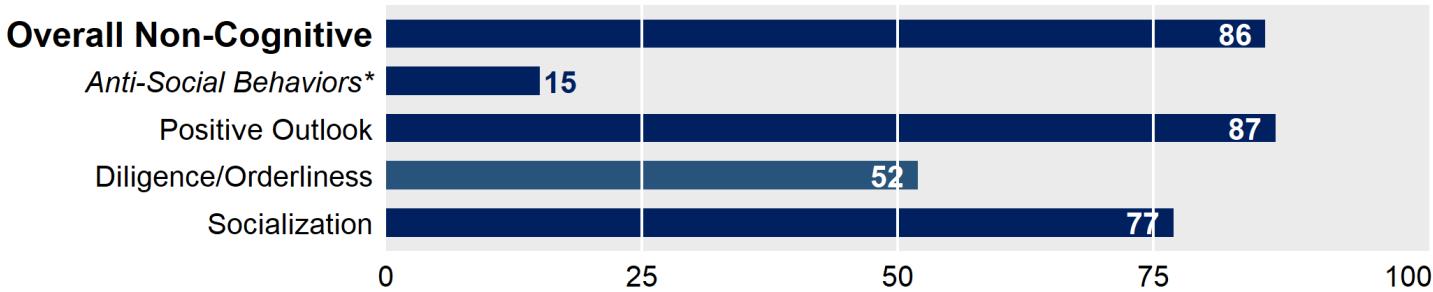
Final Score Percentile



Cognitive Subdimension Percentiles



Non-Cognitive Subdimension Percentiles



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DEPARTMENTAL FEEDBACK REPORT

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Jacko, Kyle

ID: 1265 Score: 90.912
Gender: Male Status: Pass
Race: Asian Exam: Form 2
Administration Date: December 10, 2018
Agency: Oak Springs, MN
Candidate Rank: 10 of 64.

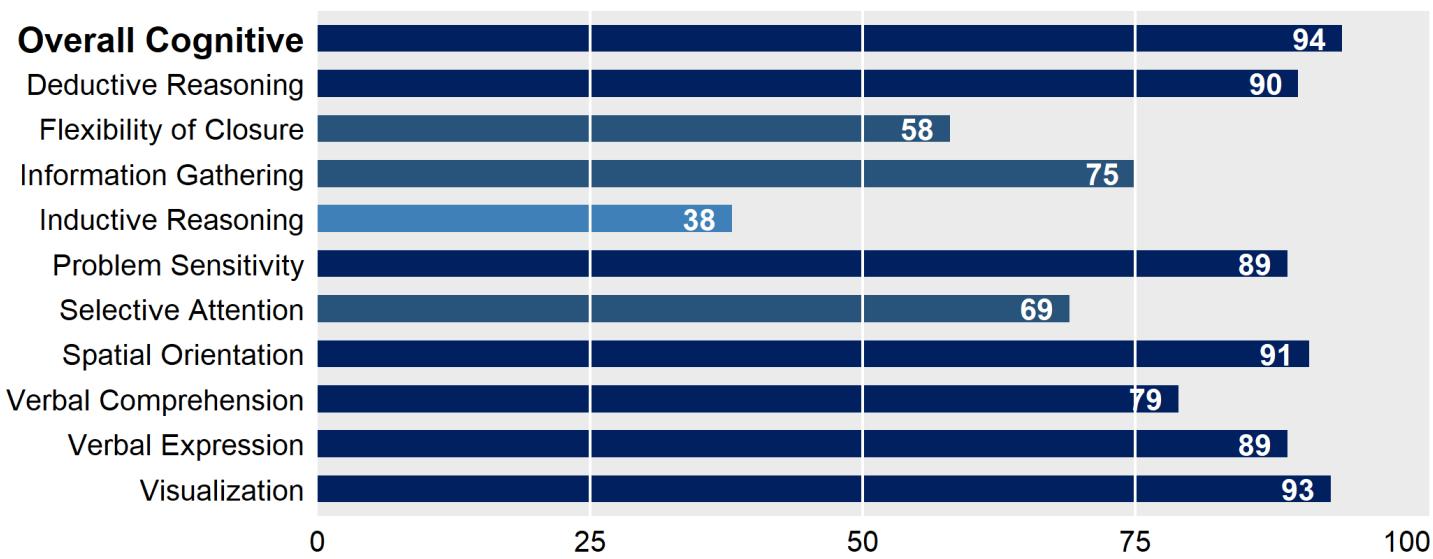
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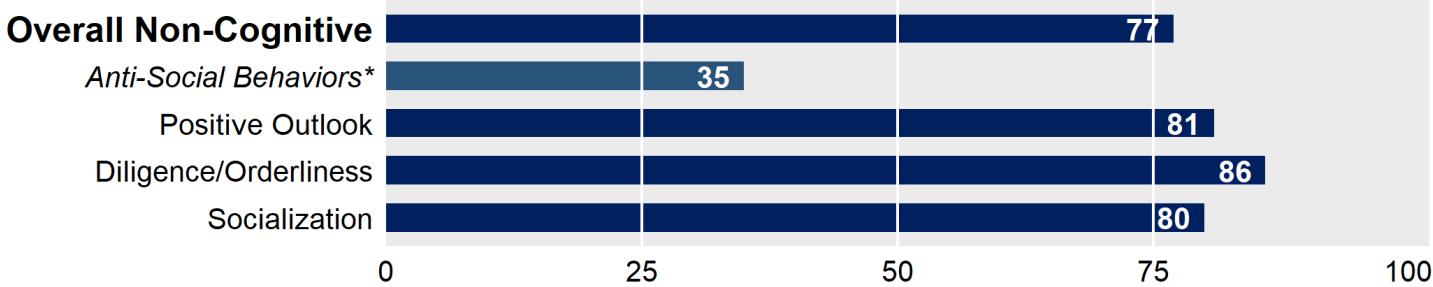
Final Score Percentile



Cognitive Subdimension Percentiles



Non-Cognitive Subdimension Percentiles



Note: Asterisk () signifies reversed scales.*



DEPARTMENTAL FEEDBACK REPORT

FOR THE NATIONAL CRIMINAL JUSTICE OFFICER SELECTION INVENTORY

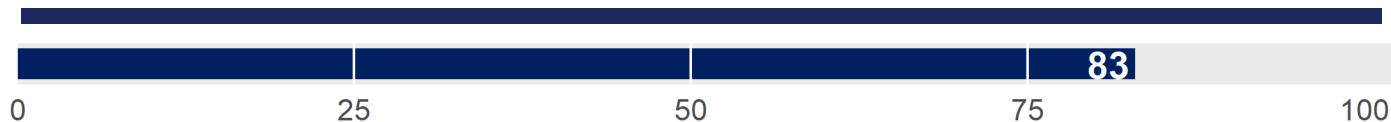
Wooldridge, Charlesetta

ID: 8312 Score: 90.6349
Gender: Female Status: Pass
Race: Black Exam: Form 2
Administration Date: December 10, 2018
Agency: Oak Springs, MN
Candidate Rank: 11 of 64.

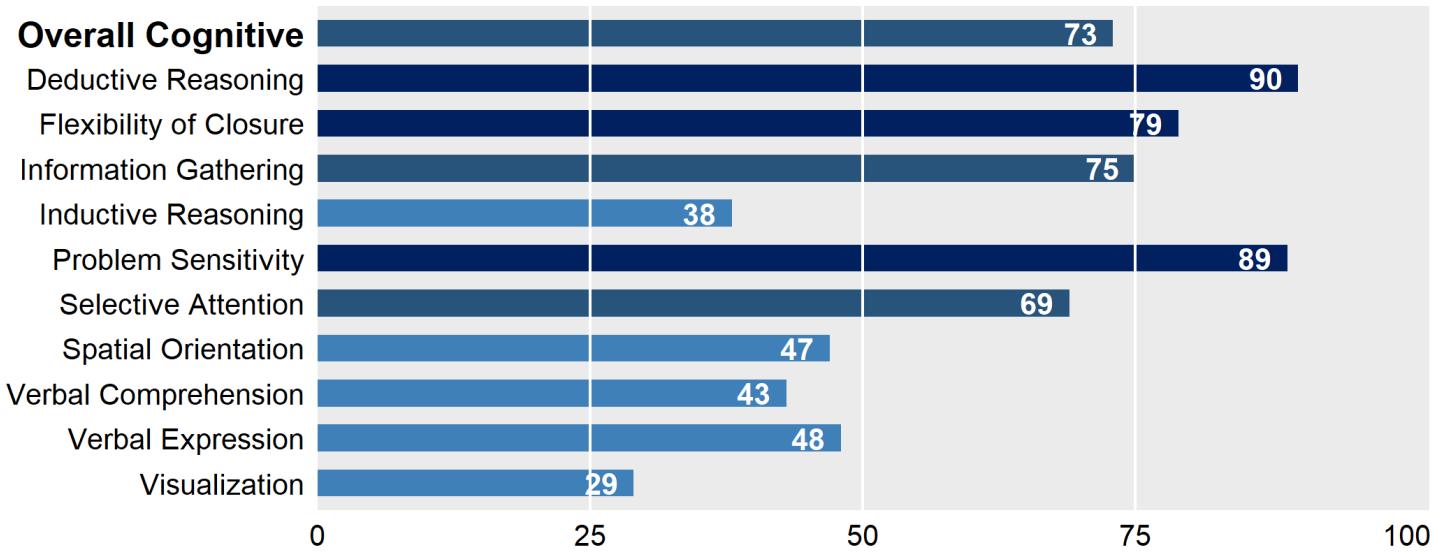
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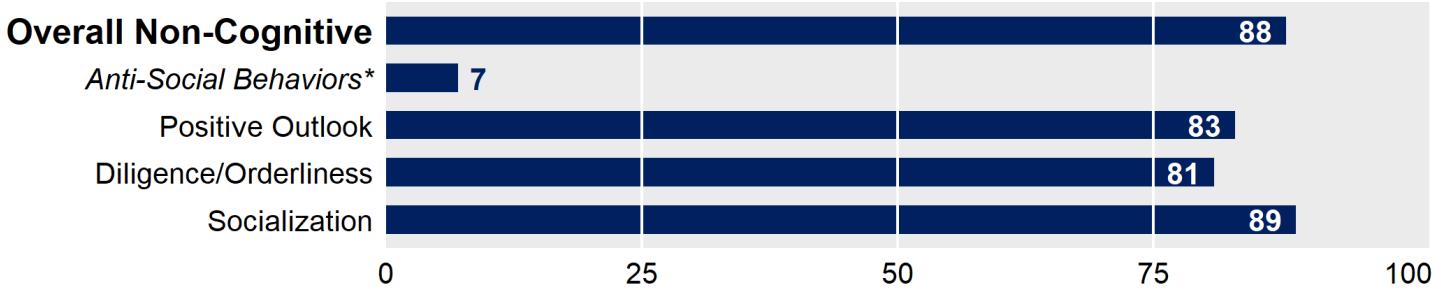
Final Score Percentile



Cognitive Subdimension Percentiles



Non-Cognitive Subdimension Percentiles



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DEPARTMENTAL FEEDBACK REPORT

FOR THE NATIONAL CRIMINAL JUSTICE OFFICER SELECTION INVENTORY

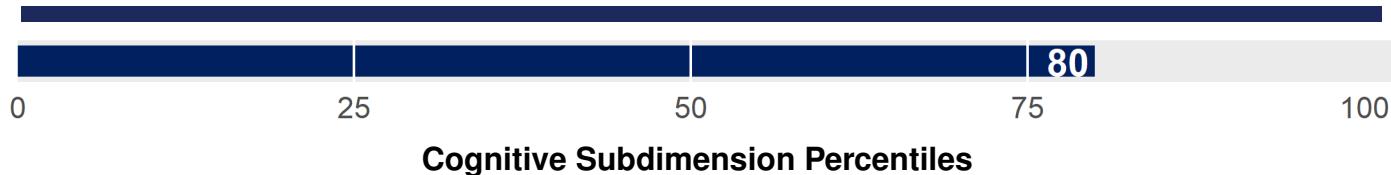
Desir, Victor

ID: 0806 Score: 89.3314
Gender: Male Status: Pass
Race: White Exam: Form 2
Administration Date: December 10, 2018
Agency: Oak Springs, MN
Candidate Rank: 12 of 64.

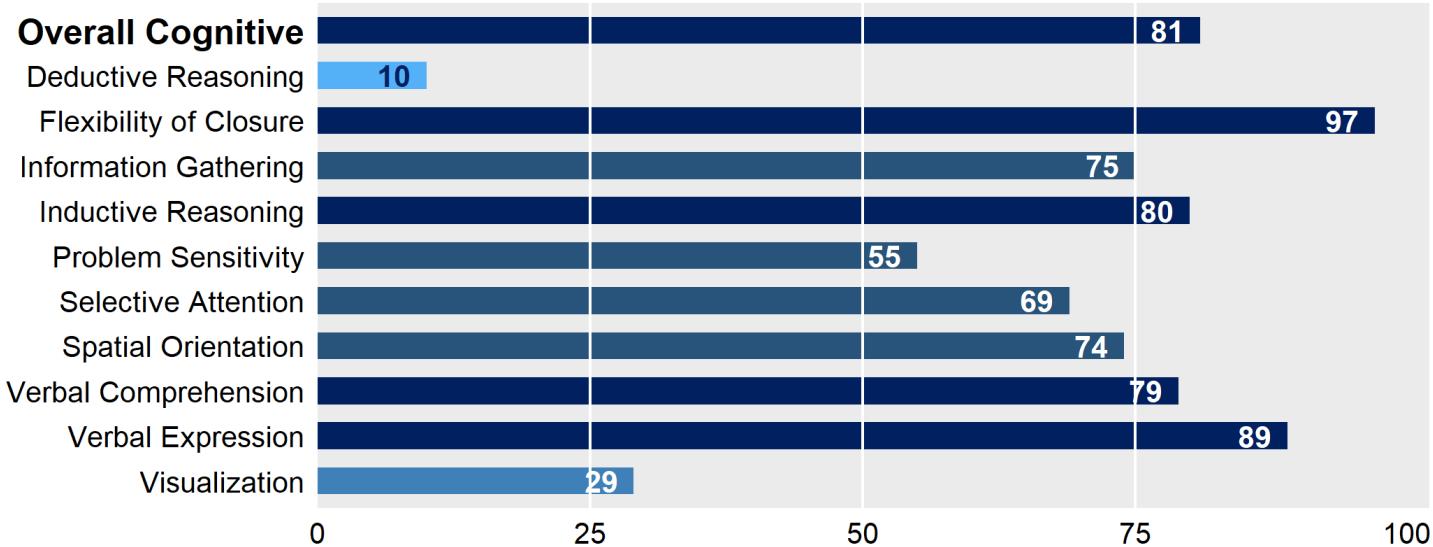
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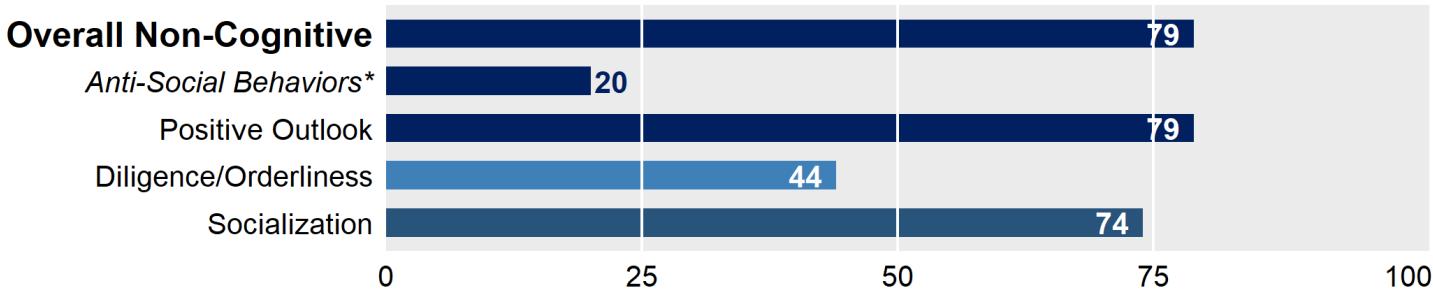
Final Score Percentile



Cognitive Subdimension Percentiles



Non-Cognitive Subdimension Percentiles



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DEPARTMENTAL FEEDBACK REPORT

FOR THE NATIONAL CRIMINAL JUSTICE OFFICER SELECTION INVENTORY

Tebo, Ulysses

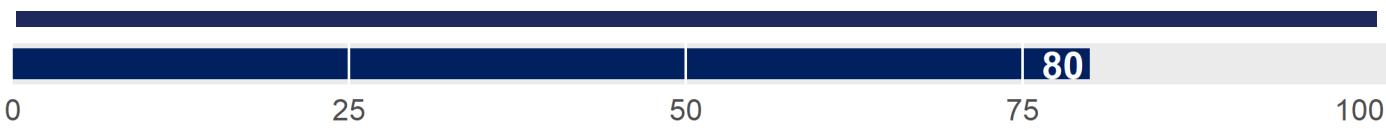
ID: 2171 Score: 89.2703
Gender: Male Status: Pass
Race: Native American Exam: Form 2

Administration Date: December 10, 2018
Agency: Oak Springs, MN
Candidate Rank: 13 of 64.

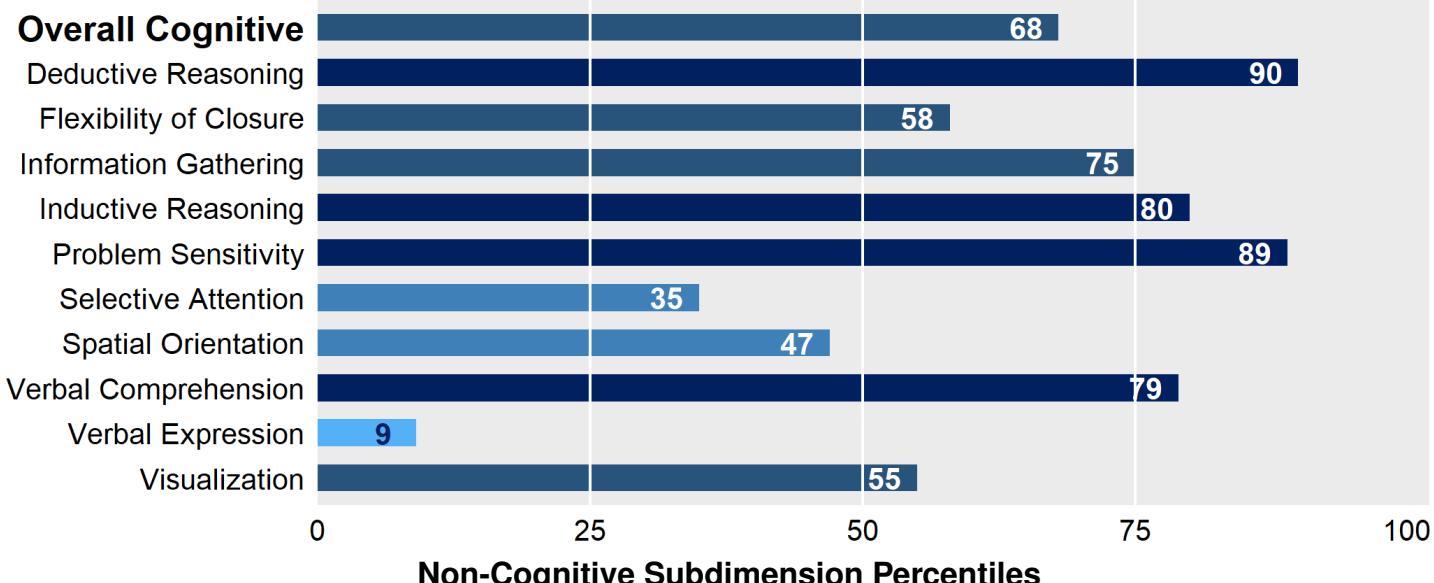
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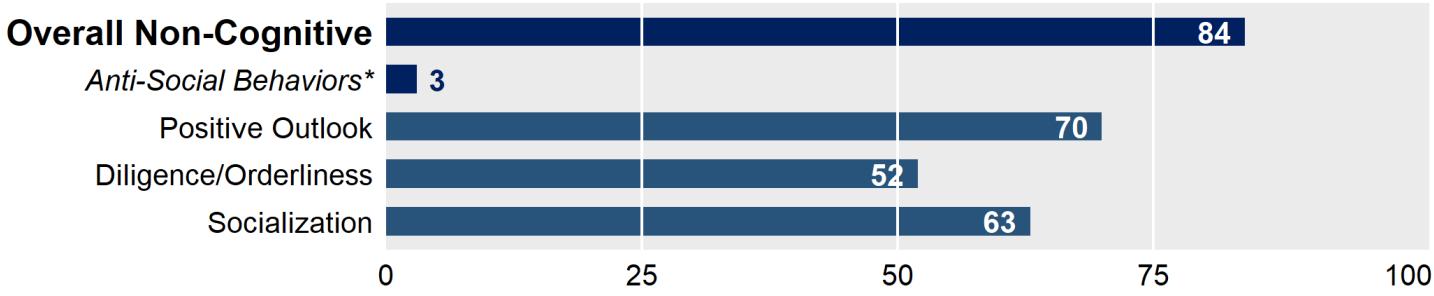
Final Score Percentile



Cognitive Subdimension Percentiles



Non-Cognitive Subdimension Percentiles



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DEPARTMENTAL FEEDBACK REPORT

FOR THE NATIONAL CRIMINAL JUSTICE OFFICER SELECTION INVENTORY

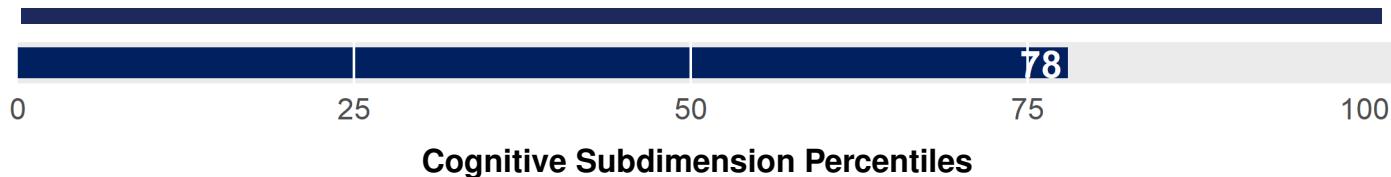
Basco, Frank

ID: 6090 Score: 88.6186
Gender: Male Status: Pass
Race: Two or More Exam: Form 2
Administration Date: December 10, 2018
Agency: Oak Springs, MN
Candidate Rank: 14 of 64.

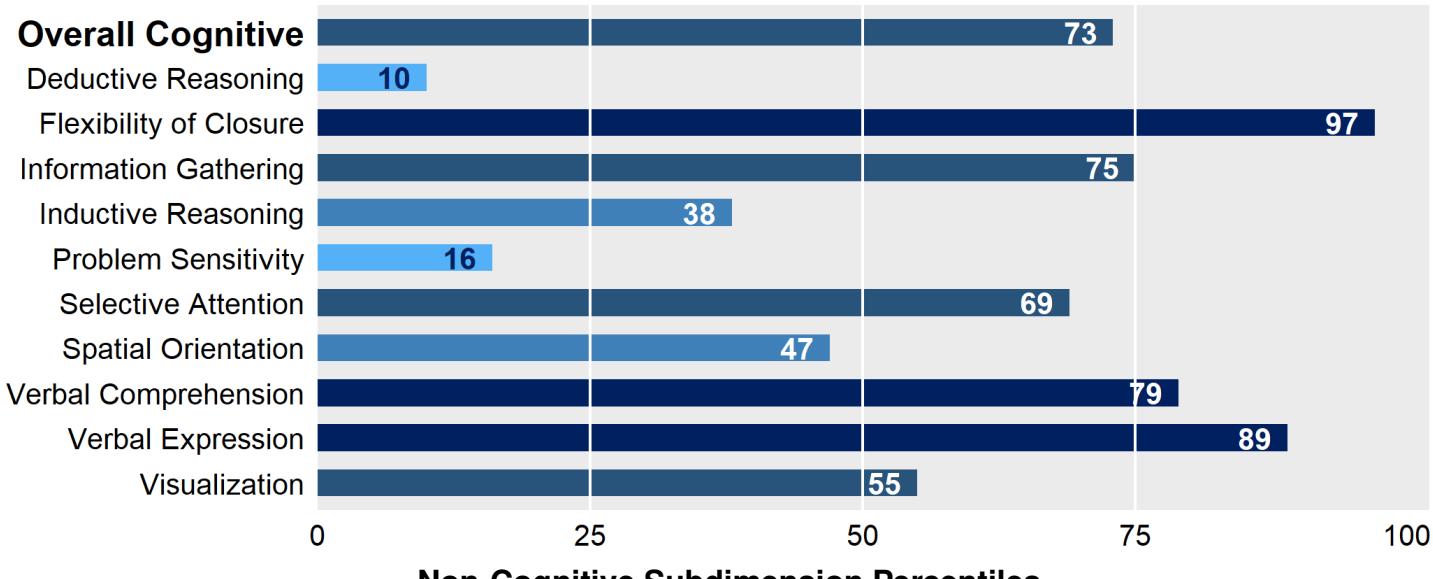
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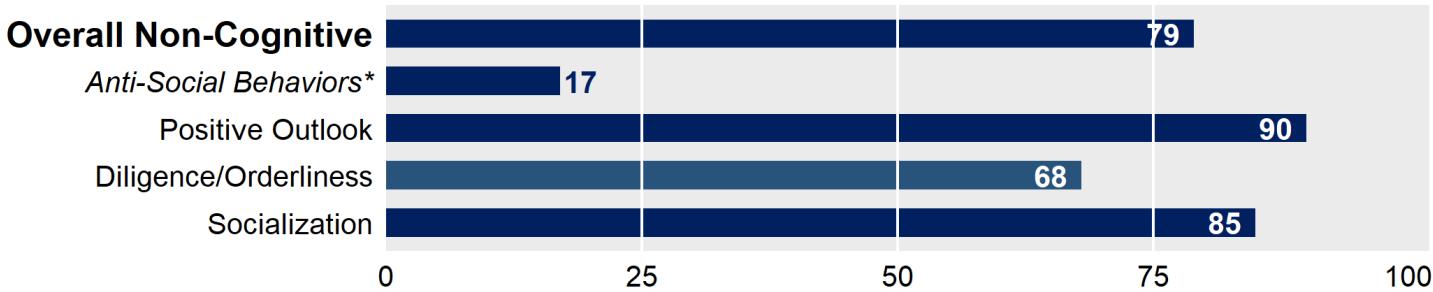
Final Score Percentile



Cognitive Subdimension Percentiles



Non-Cognitive Subdimension Percentiles



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DEPARTMENTAL FEEDBACK REPORT

FOR THE NATIONAL CRIMINAL JUSTICE OFFICER SELECTION INVENTORY

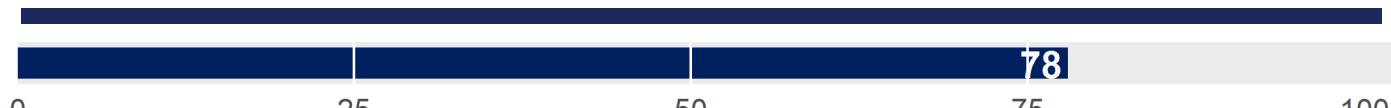
Barriga, Leonie

ID: 3730 Score: 88.4963
Gender: Male Status: Pass
Race: Hispanic Exam: Form 2
Administration Date: December 10, 2018
Agency: Oak Springs, MN
Candidate Rank: 15 of 64.

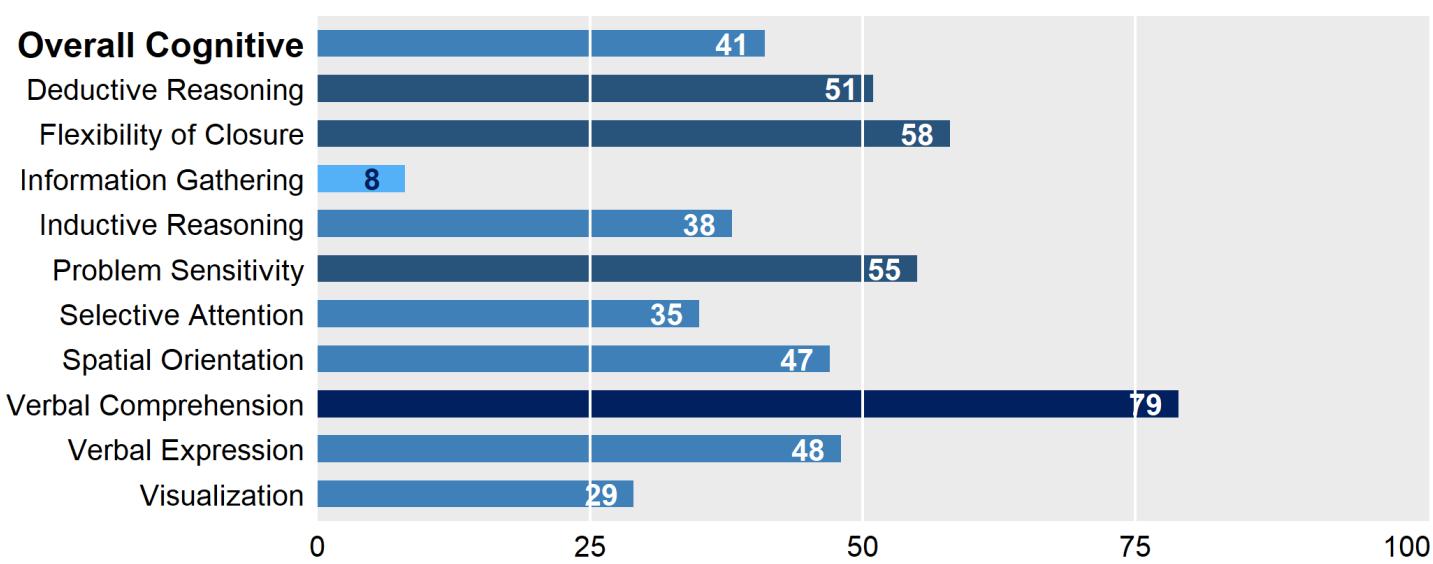
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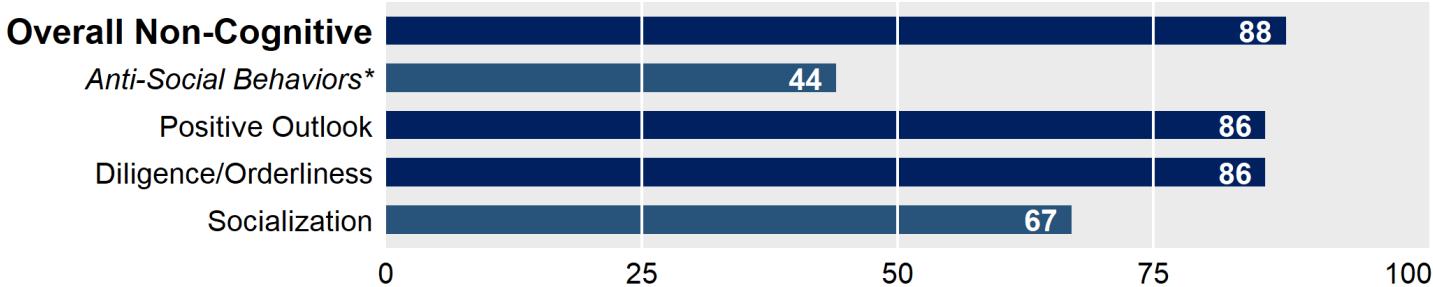
Final Score Percentile



Cognitive Subdimension Percentiles



Non-Cognitive Subdimension Percentiles



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DEPARTMENTAL FEEDBACK REPORT

FOR THE NATIONAL CRIMINAL JUSTICE OFFICER SELECTION INVENTORY

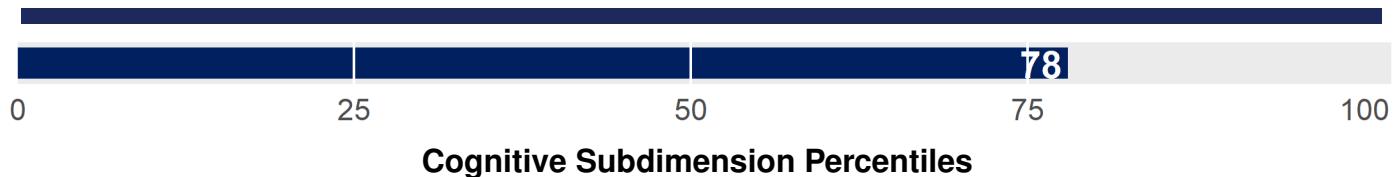
Artiaga, Adrian

ID: 4125 Score: 88.4963
Gender: Male Status: Pass
Race: White Exam: Form 2
Administration Date: December 10, 2018
Agency: Oak Springs, MN
Candidate Rank: 16 of 64.

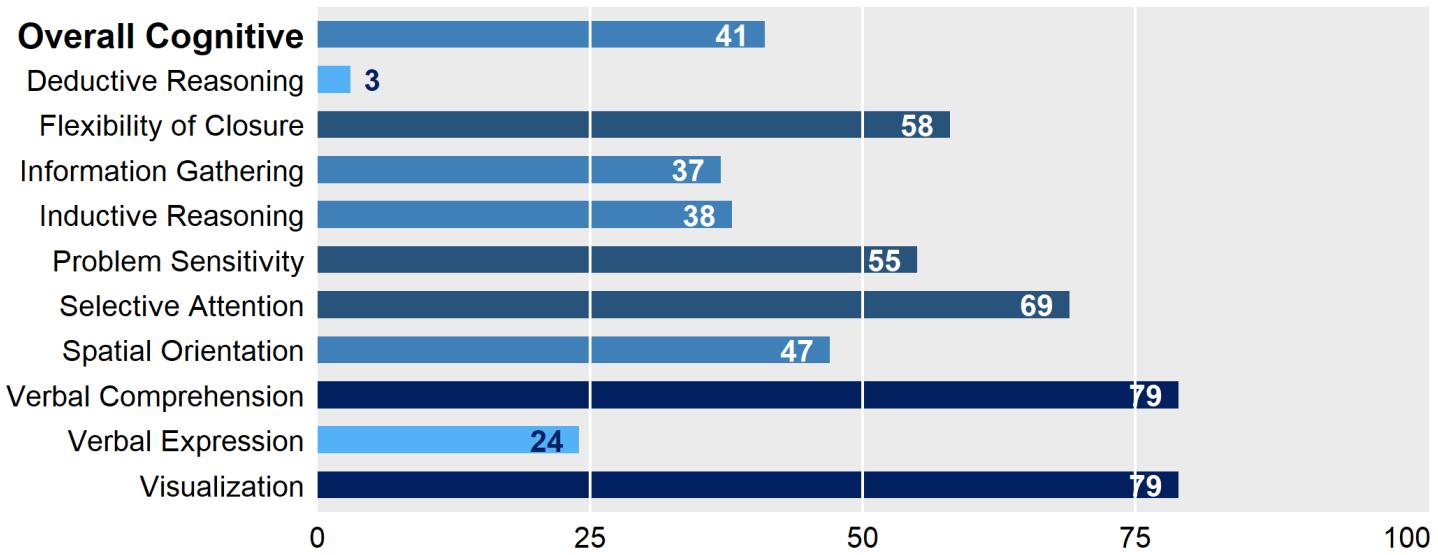
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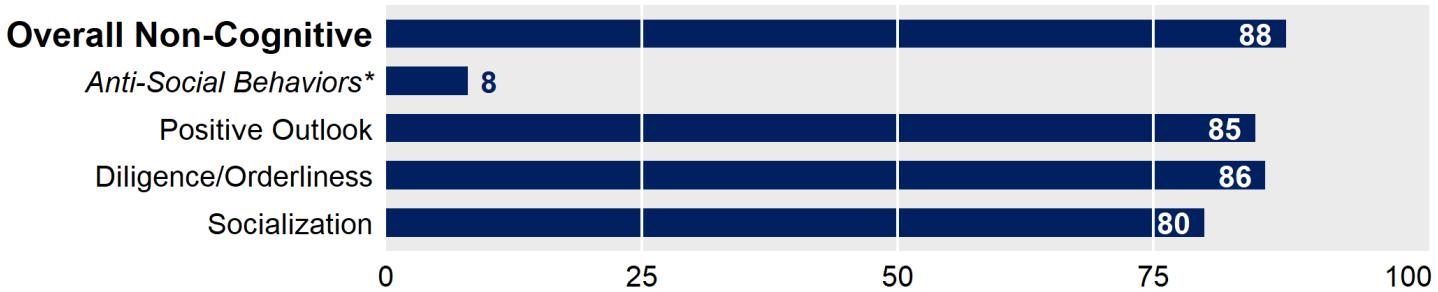
Final Score Percentile



Cognitive Subdimension Percentiles



Non-Cognitive Subdimension Percentiles



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DEPARTMENTAL FEEDBACK REPORT

FOR THE NATIONAL CRIMINAL JUSTICE OFFICER SELECTION INVENTORY

Duby, Donette

ID: 3484 Score: 88.4638
Gender: Male Status: Pass
Race: Hispanic Exam: Form 2
Administration Date: December 10, 2018
Agency: Oak Springs, MN
Candidate Rank: 17 of 64.

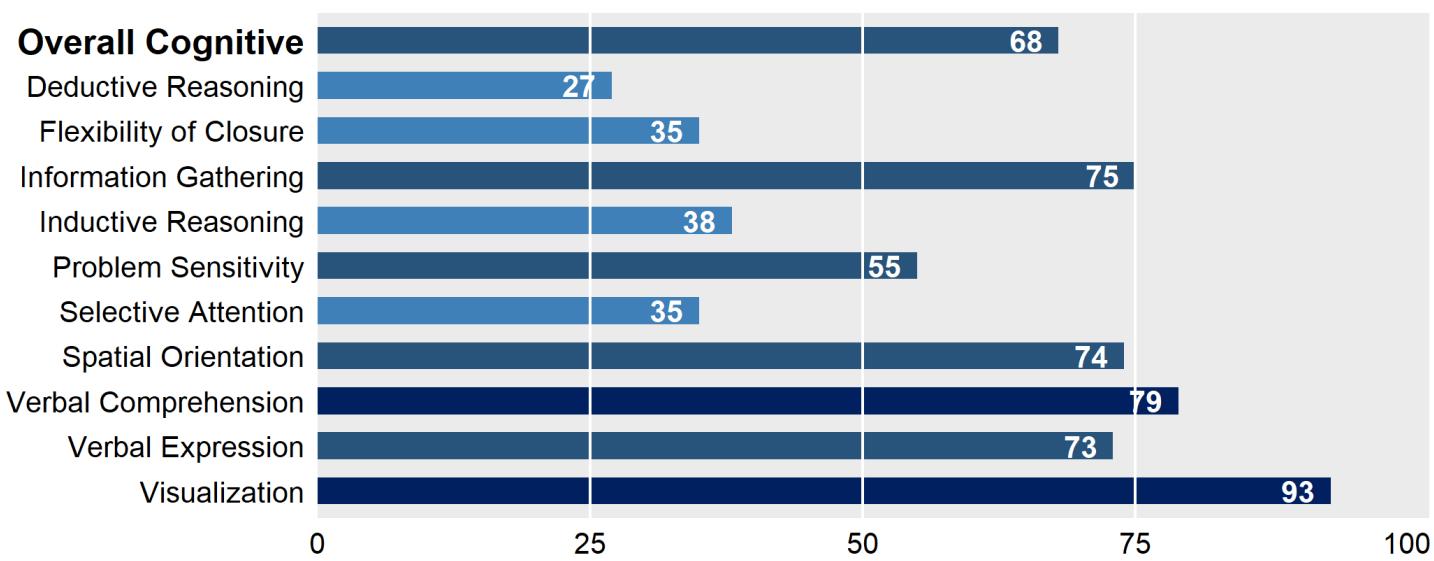
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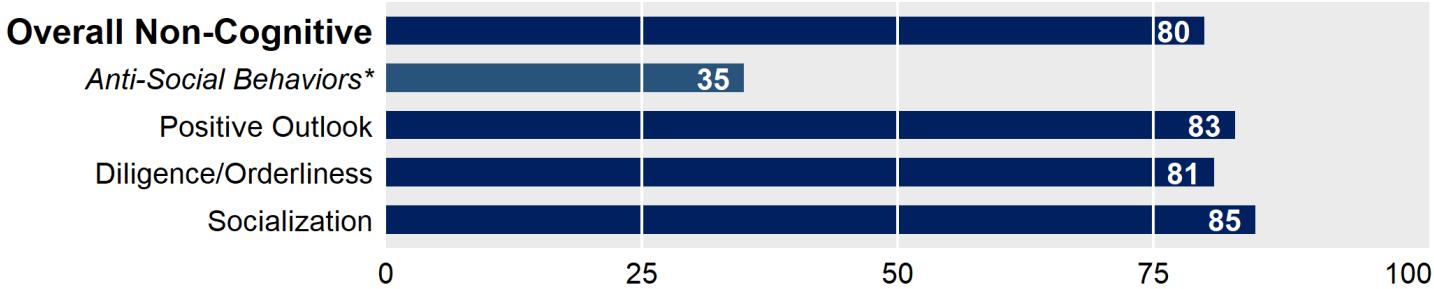
Final Score Percentile



Cognitive Subdimension Percentiles



Non-Cognitive Subdimension Percentiles



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DEPARTMENTAL FEEDBACK REPORT

FOR THE NATIONAL CRIMINAL JUSTICE OFFICER SELECTION INVENTORY

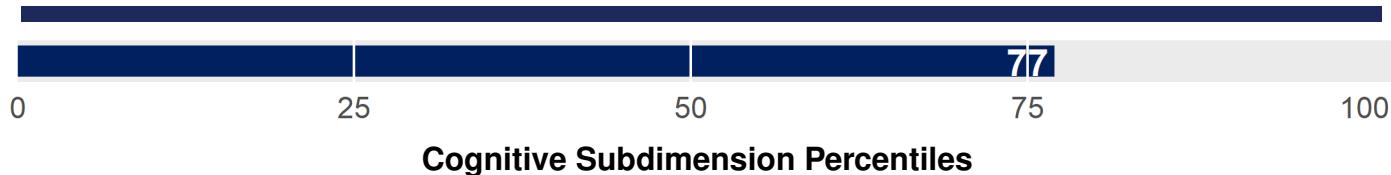
Blinn, Michael

ID: 0529 Score: 88.3844
Gender: Male Status: Pass
Race: White Exam: Form 2
Administration Date: December 10, 2018
Agency: Oak Springs, MN
Candidate Rank: 18 of 64.

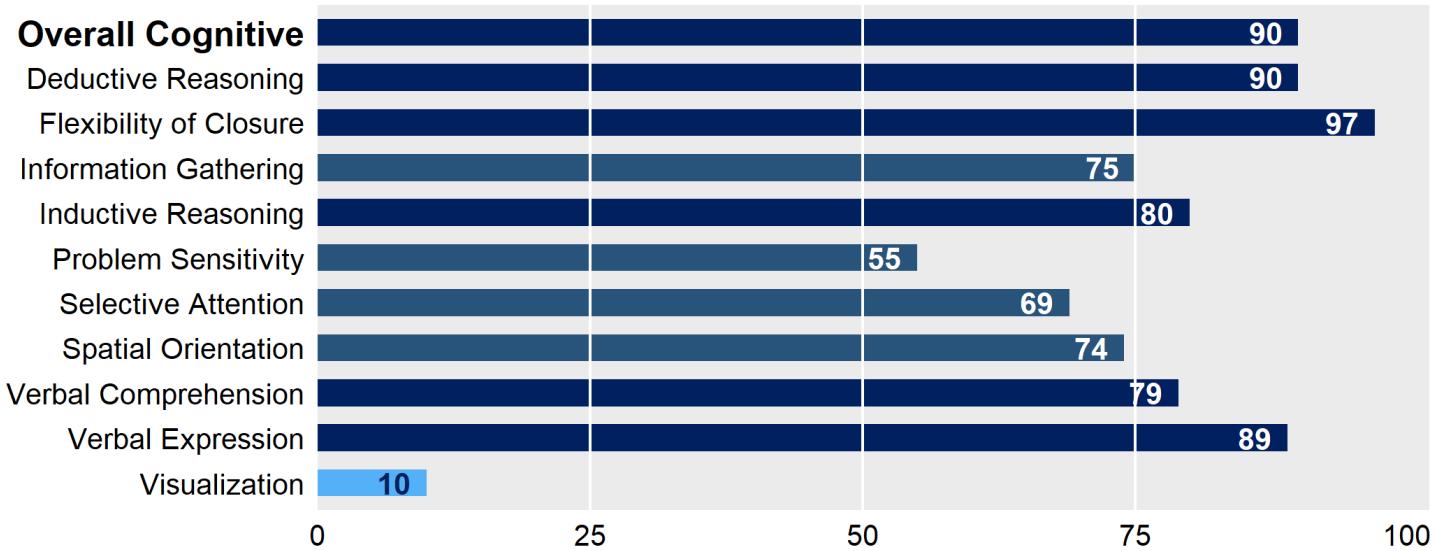
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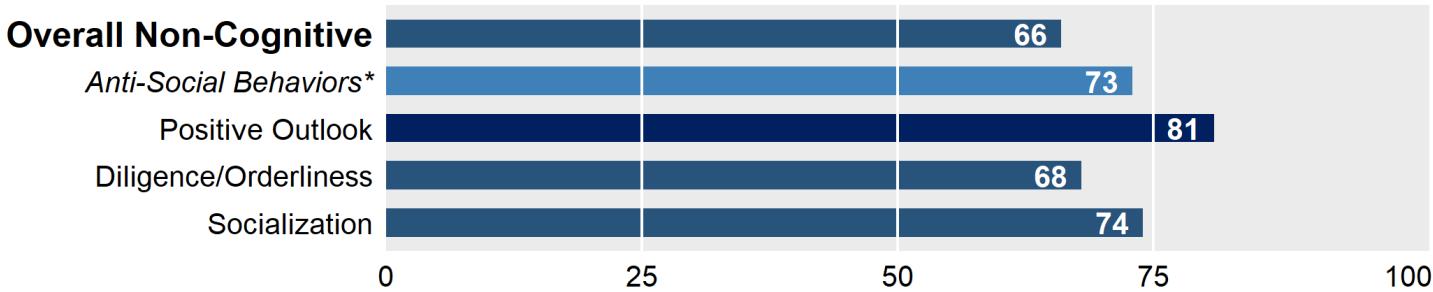
Final Score Percentile



Cognitive Subdimension Percentiles



Non-Cognitive Subdimension Percentiles



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DEPARTMENTAL FEEDBACK REPORT

FOR THE NATIONAL CRIMINAL JUSTICE OFFICER SELECTION INVENTORY

Mclin, Tonette

ID: 7224 Score: 88.309
Gender: Female Status: Pass
Race: White Exam: Form 2
Administration Date: December 10, 2018
Agency: Oak Springs, MN
Candidate Rank: 19 of 64.

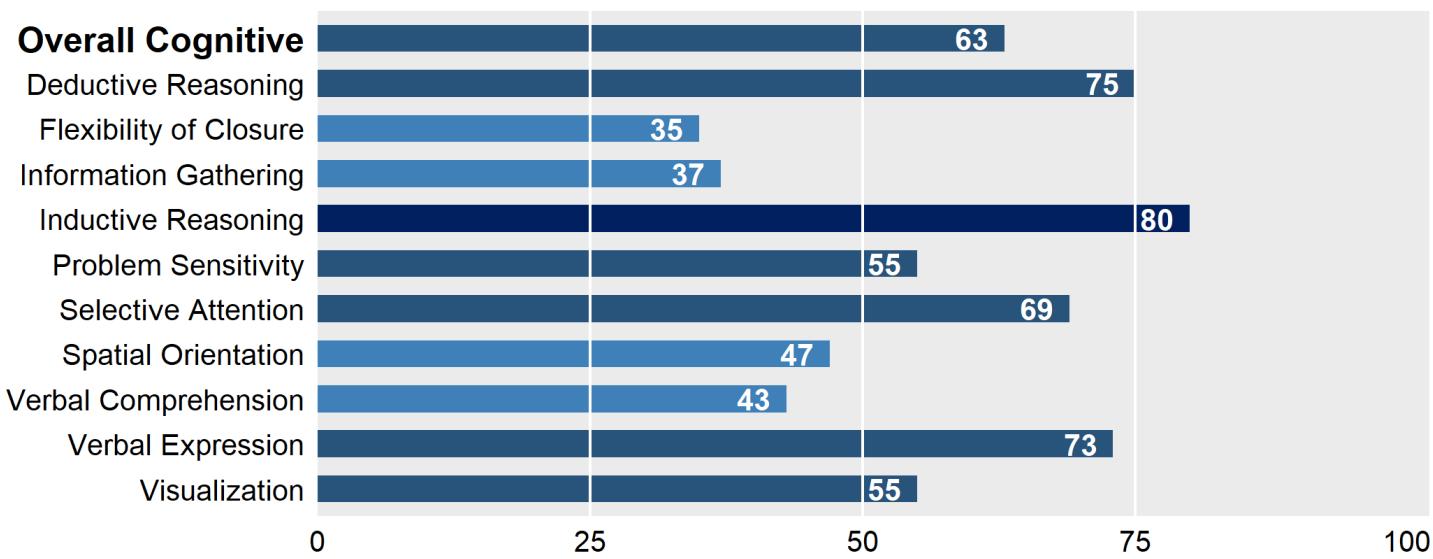
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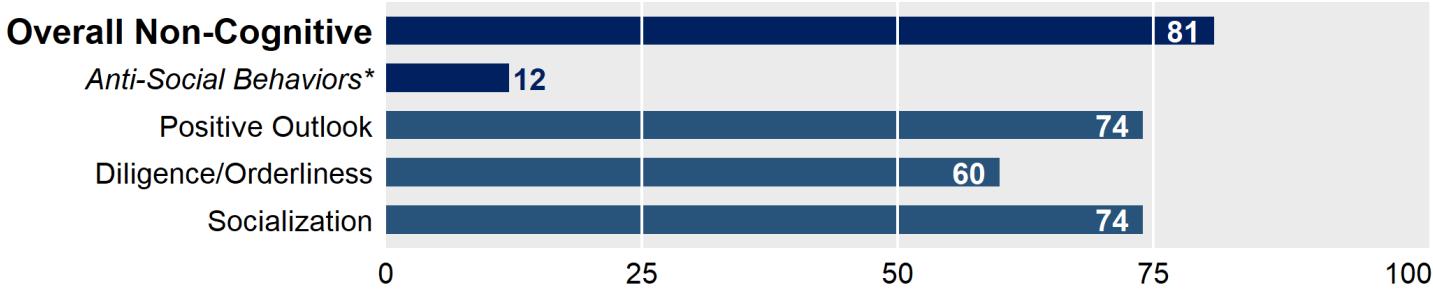
Final Score Percentile



Cognitive Subdimension Percentiles



Non-Cognitive Subdimension Percentiles



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DEPARTMENTAL FEEDBACK REPORT

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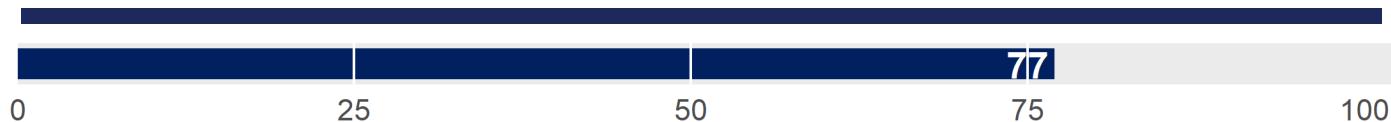
Quinby, Samuel

ID: 9321 Score: 88.309
Gender: Male Status: Pass
Race: White Exam: Form 2
Administration Date: December 10, 2018
Agency: Oak Springs, MN
Candidate Rank: 20 of 64.

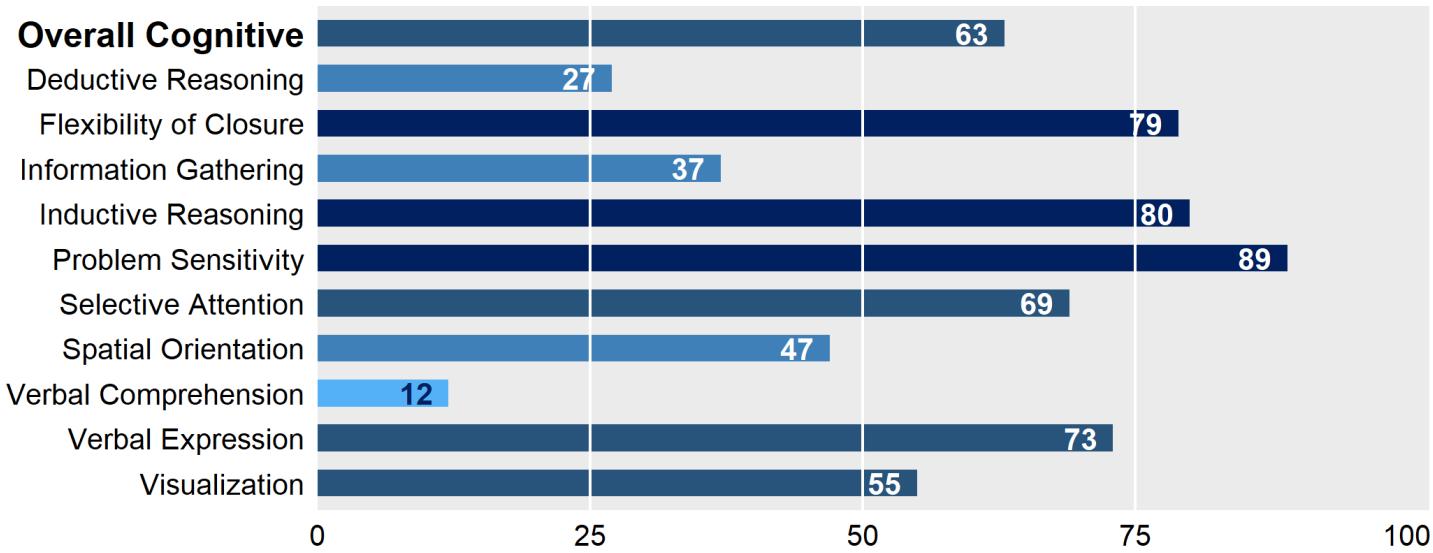
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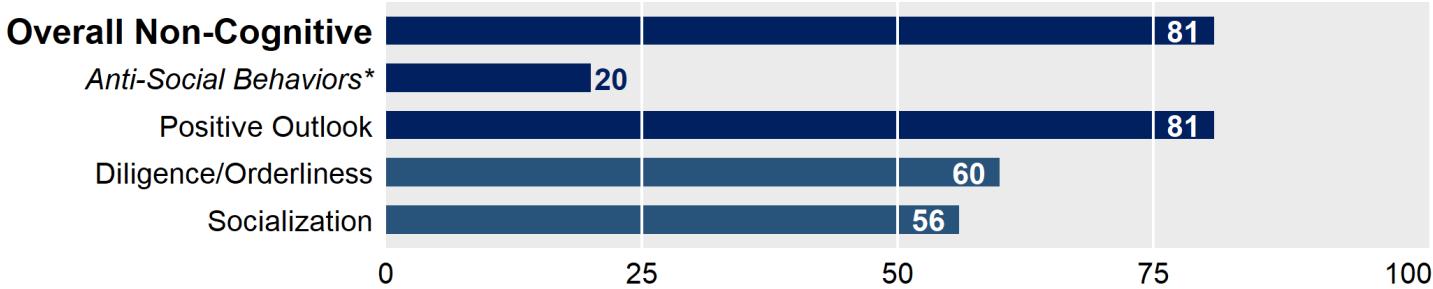
Final Score Percentile



Cognitive Subdimension Percentiles



Non-Cognitive Subdimension Percentiles



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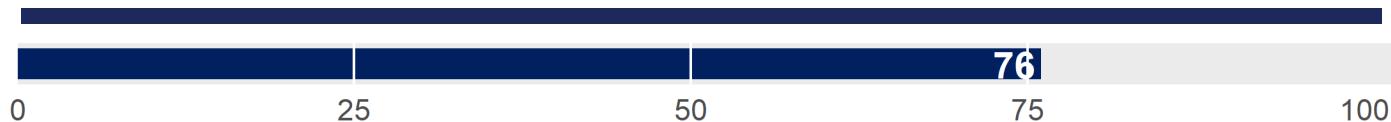
Fitzwater, Sherita

ID: 2771 Score: 87.9382
Gender: Female Status: Pass
Race: White Exam: Form 2
Administration Date: December 10, 2018
Agency: Oak Springs, MN
Candidate Rank: 21 of 64.

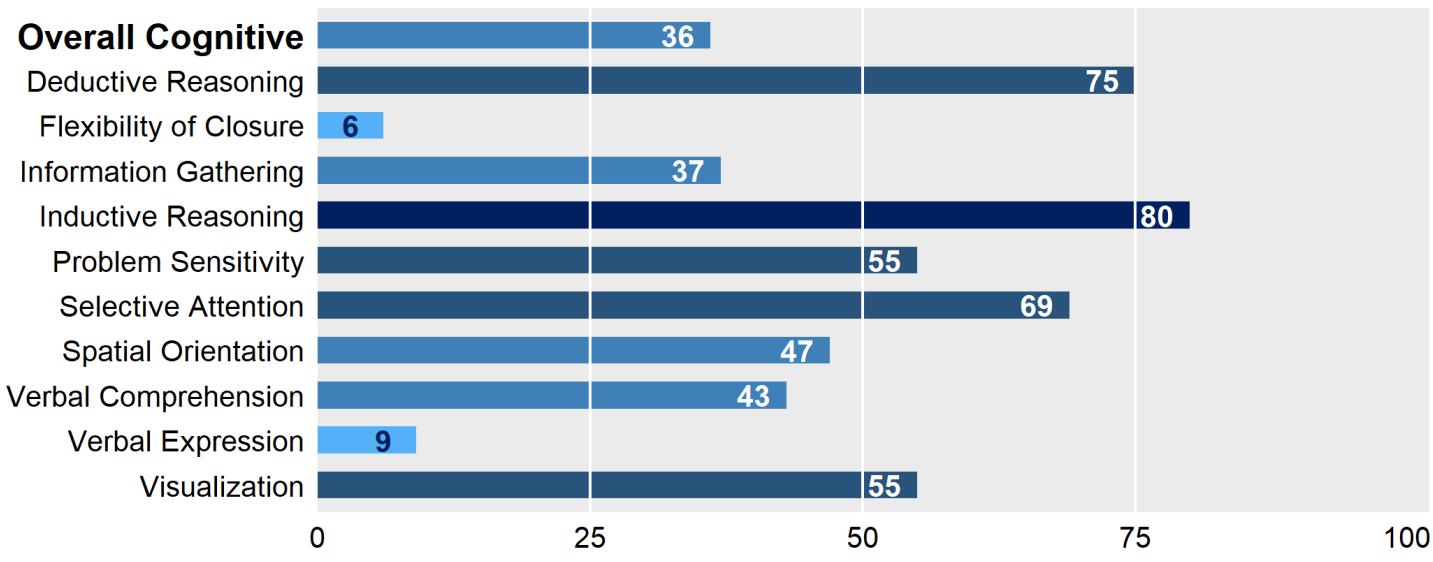
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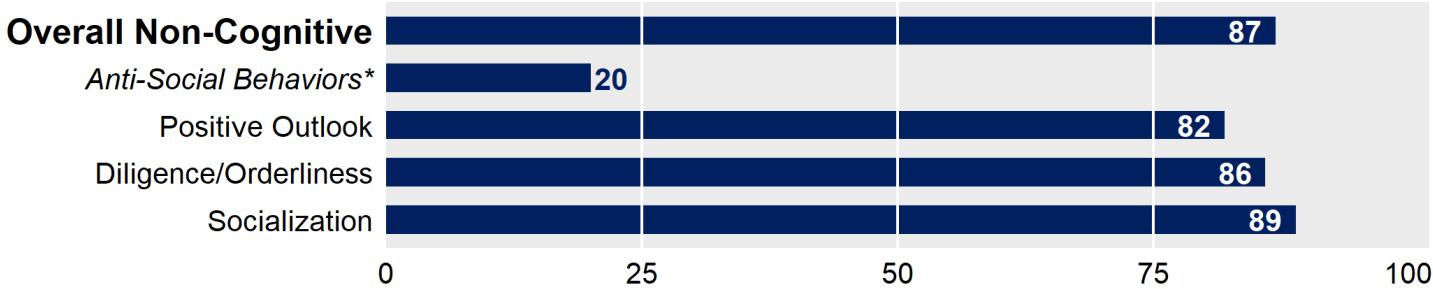
Final Score Percentile



Cognitive Subdimension Percentiles



Non-Cognitive Subdimension Percentiles



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DEPARTMENTAL FEEDBACK REPORT

FOR THE NATIONAL CRIMINAL JUSTICE OFFICER SELECTION INVENTORY

Choy, Nicholas

ID: 9257 Score: 87.8732
Gender: Male Status: Pass
Race: Asian Exam: Form 2
Administration Date: December 10, 2018
Agency: Oak Springs, MN
Candidate Rank: 22 of 64.

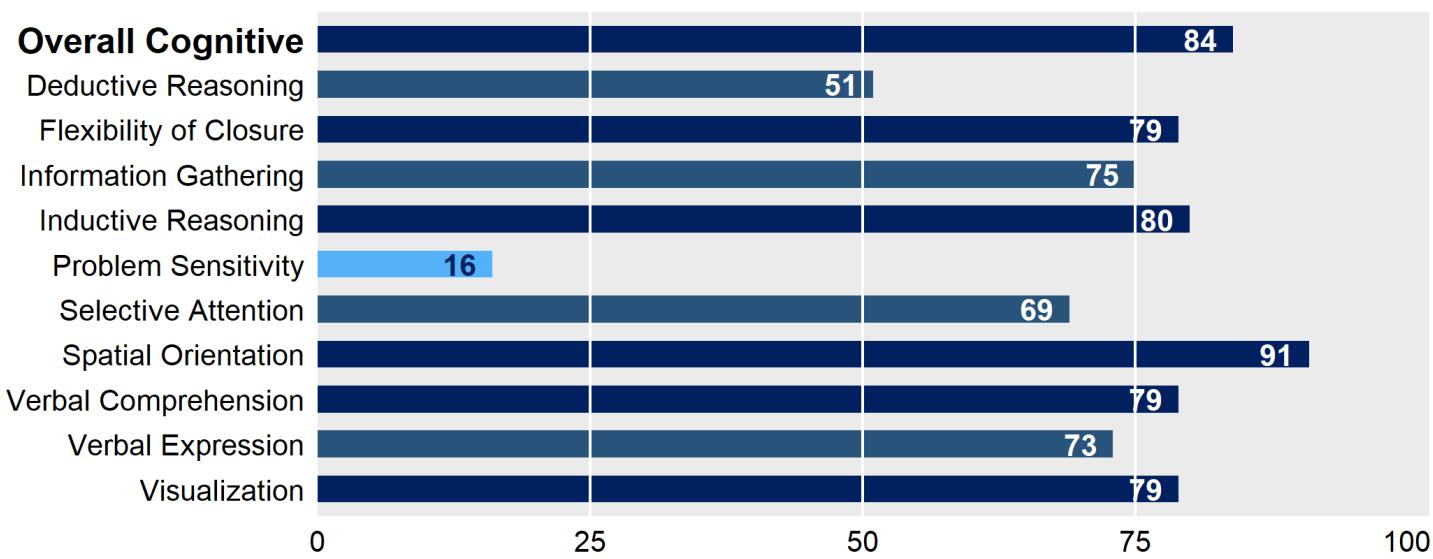
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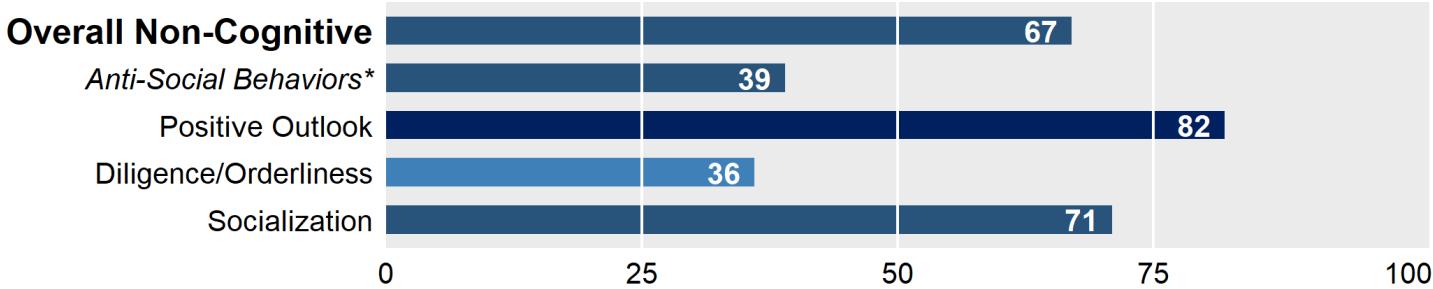
Final Score Percentile



Cognitive Subdimension Percentiles



Non-Cognitive Subdimension Percentiles



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DEPARTMENTAL FEEDBACK REPORT

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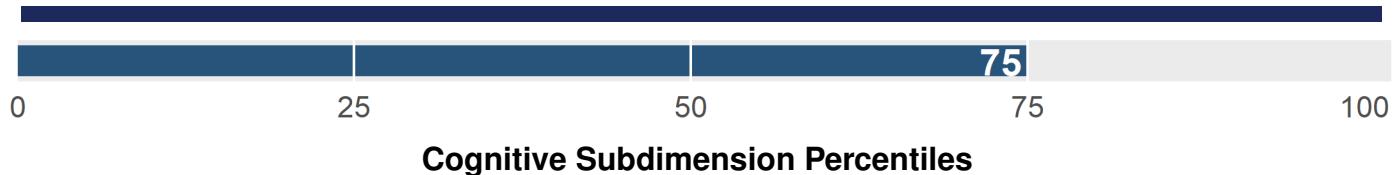
Akers, Leon

ID: 3838 Score: 87.7977
Gender: Female Status: Pass
Race: White Exam: Form 2
Administration Date: December 10, 2018
Agency: Oak Springs, MN
Candidate Rank: 23 of 64.

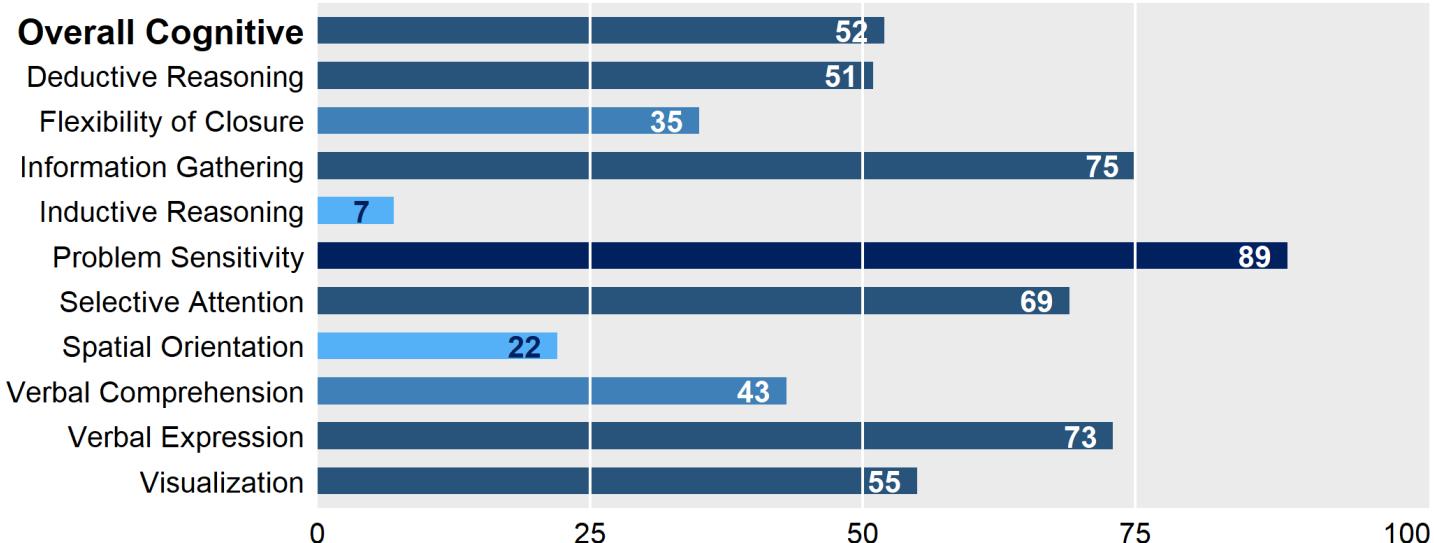
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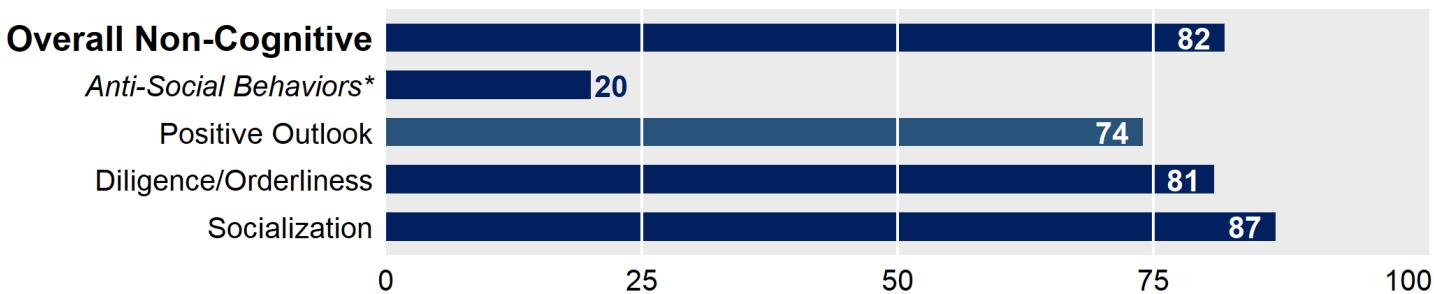
Final Score Percentile



Cognitive Subdimension Percentiles



Non-Cognitive Subdimension Percentiles



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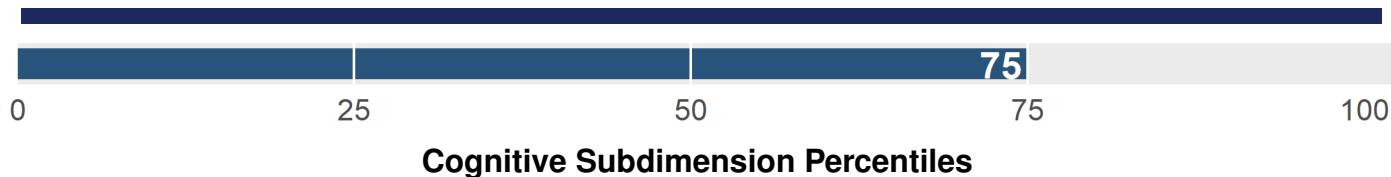
Martinez, Chuck

ID: 8486 Score: 87.7977
Gender: Male Status: Pass
Race: Hispanic Exam: Form 2
Administration Date: December 10, 2018
Agency: Oak Springs, MN
Candidate Rank: 24 of 64.

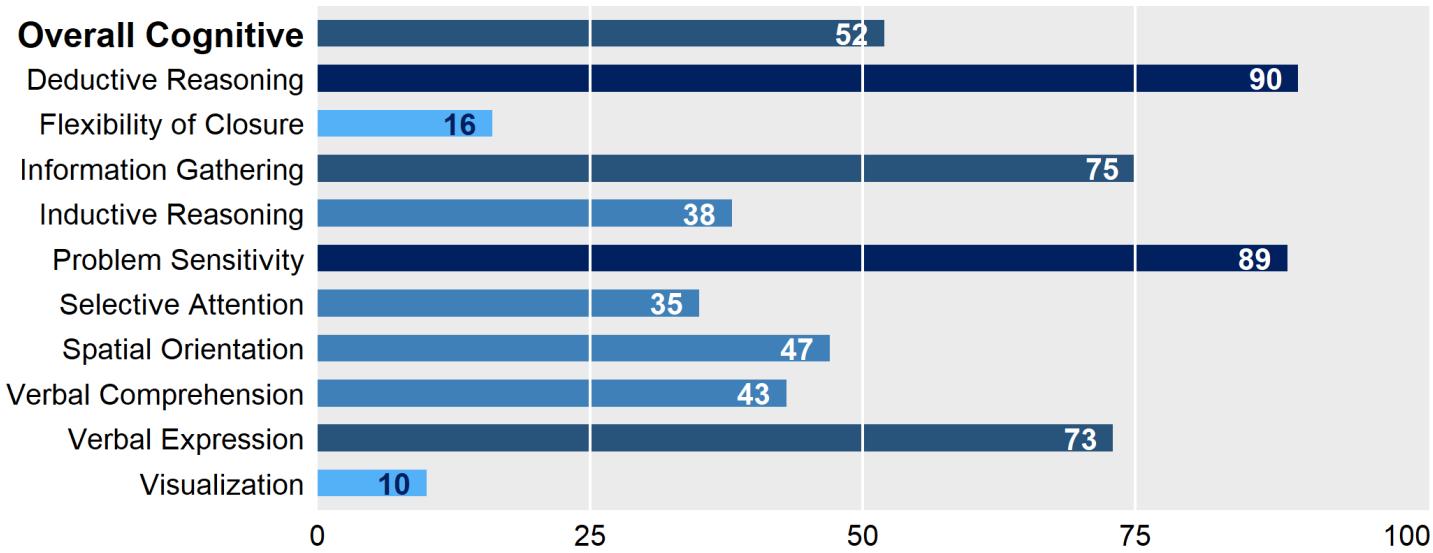
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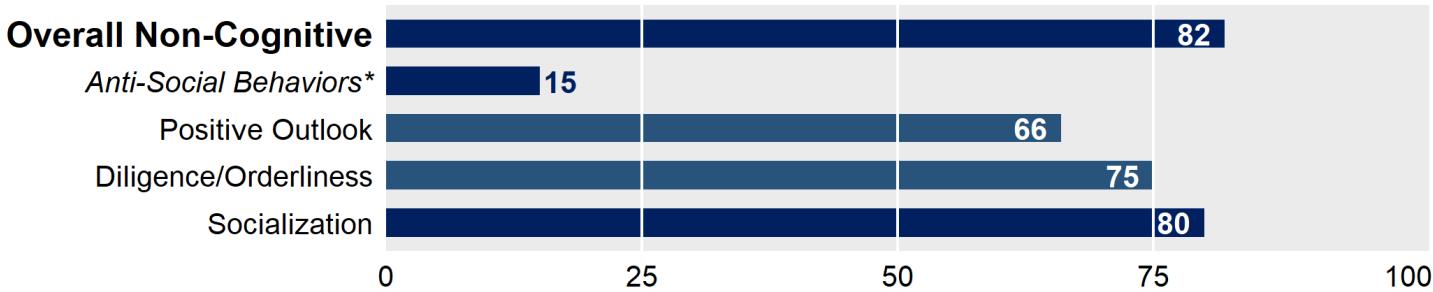
Final Score Percentile



Cognitive Subdimension Percentiles



Non-Cognitive Subdimension Percentiles



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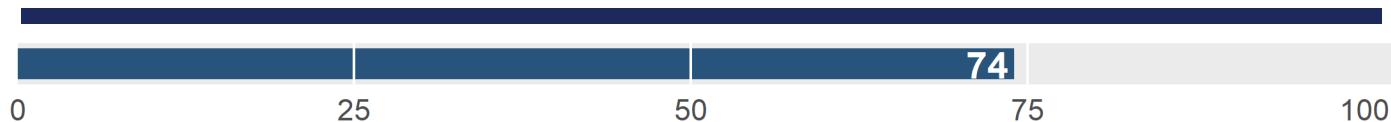
Keough, Candi

ID: 9666 Score: 87.3333
Gender: Female Status: Pass
Race: Black Exam: Form 2
Administration Date: December 10, 2018
Agency: Oak Springs, MN
Candidate Rank: 25 of 64.

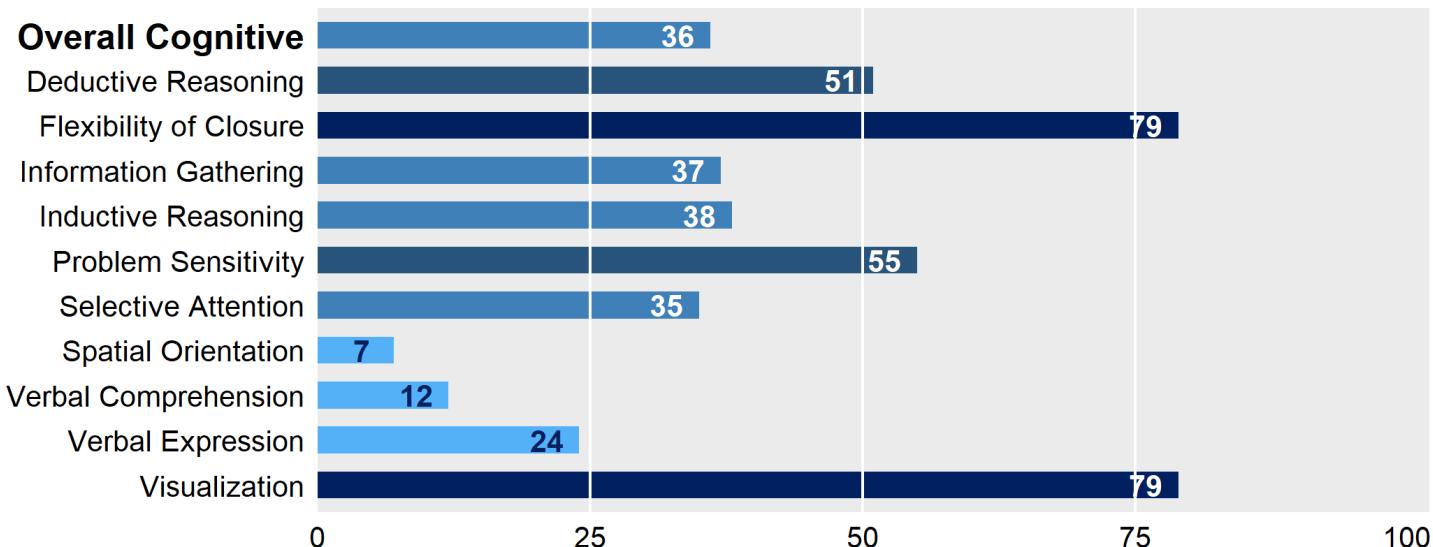
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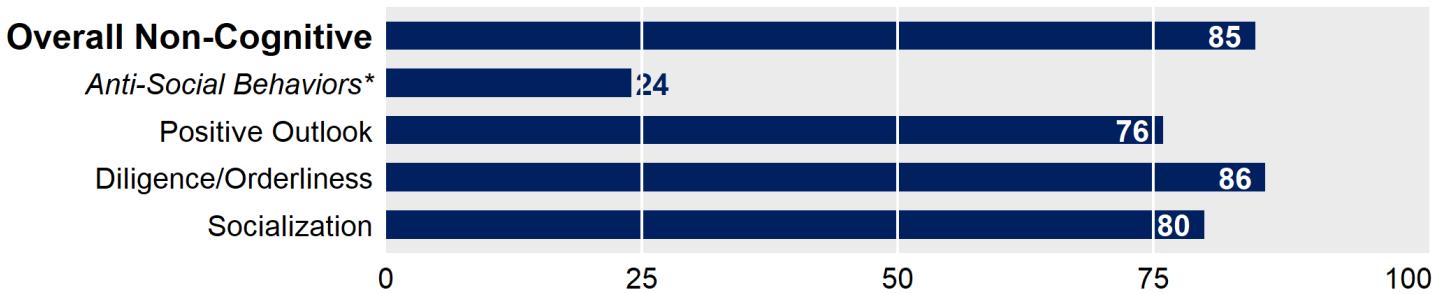
Final Score Percentile



Cognitive Subdimension Percentiles



Non-Cognitive Subdimension Percentiles



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DEPARTMENTAL FEEDBACK REPORT

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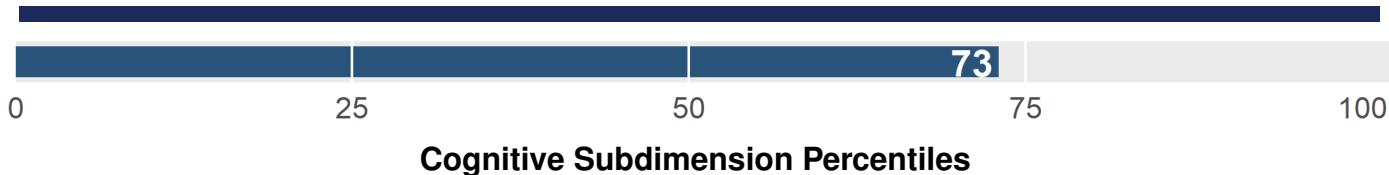
Coplan, Torrance

ID: 2818 Score: 87.0055
Gender: Male Status: Pass
Race: Black Exam: Form 2
Administration Date: December 10, 2018
Agency: Oak Springs, MN
Candidate Rank: 26 of 64.

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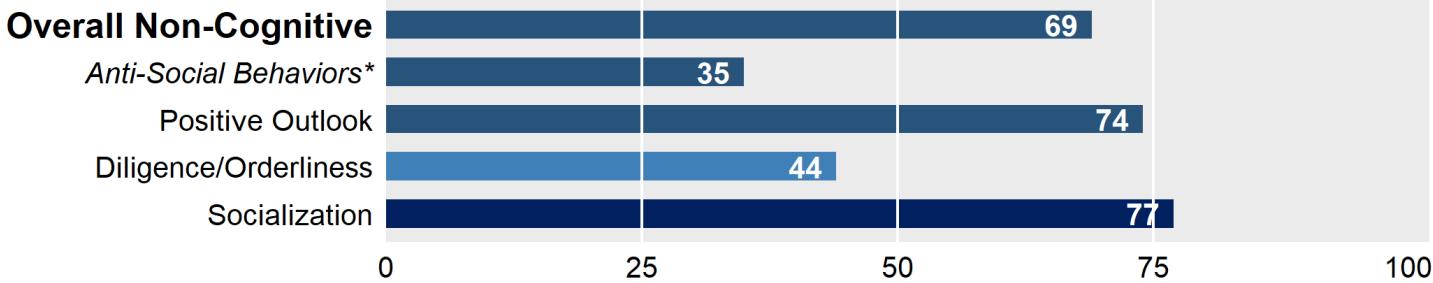
Final Score Percentile



Cognitive Subdimension Percentiles



Non-Cognitive Subdimension Percentiles



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DEPARTMENTAL FEEDBACK REPORT

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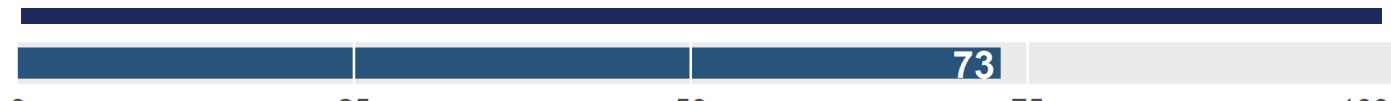
Leary, Elisa

ID: 0927 Score: 86.9769
Gender: Female Status: Pass
Race: White Exam: Form 2
Administration Date: December 10, 2018
Agency: Oak Springs, MN
Candidate Rank: 27 of 64.

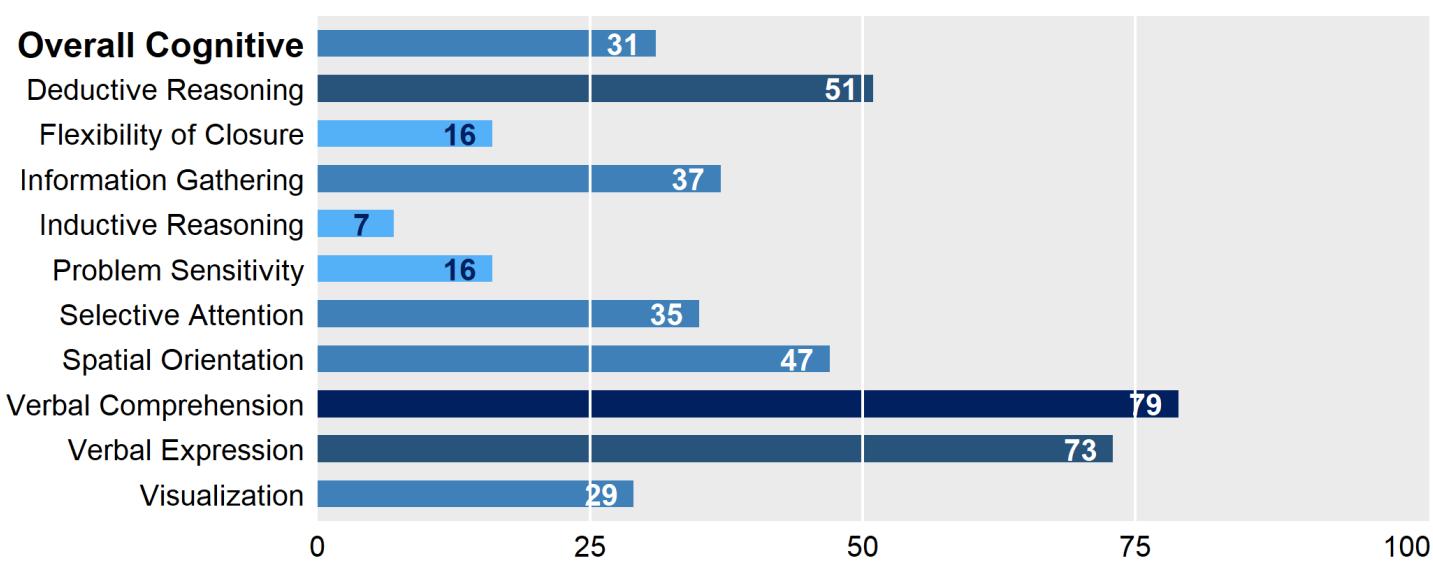
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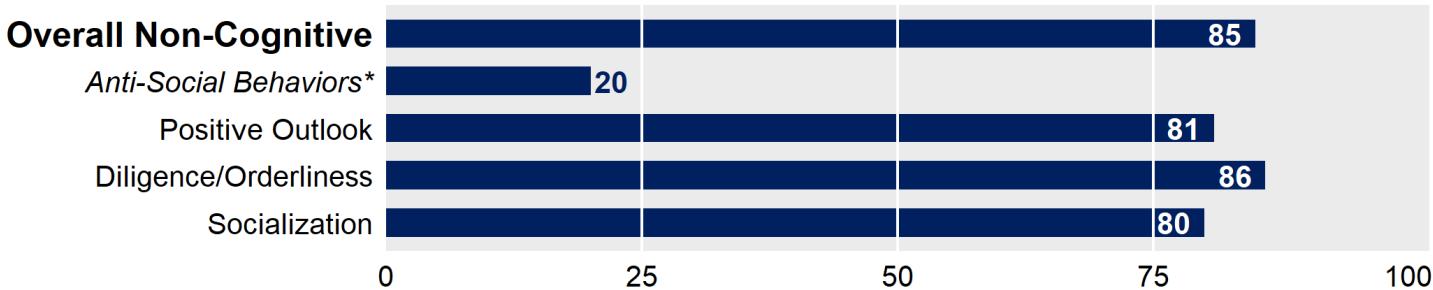
Final Score Percentile



Cognitive Subdimension Percentiles



Non-Cognitive Subdimension Percentiles



Note: Asterisk () signifies reversed scales.*



DEPARTMENTAL FEEDBACK REPORT

FOR THE NATIONAL CRIMINAL JUSTICE OFFICER SELECTION INVENTORY

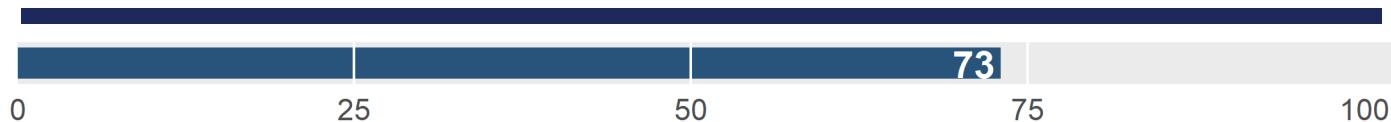
Yen, Lily

ID: 9222 **Score:** 86.9586
Gender: Female **Status:** Pass
Race: Asian **Exam:** Form 2
Administration Date: December 10, 2018
Agency: Oak Springs, MN
Candidate Rank: 28 of 64.

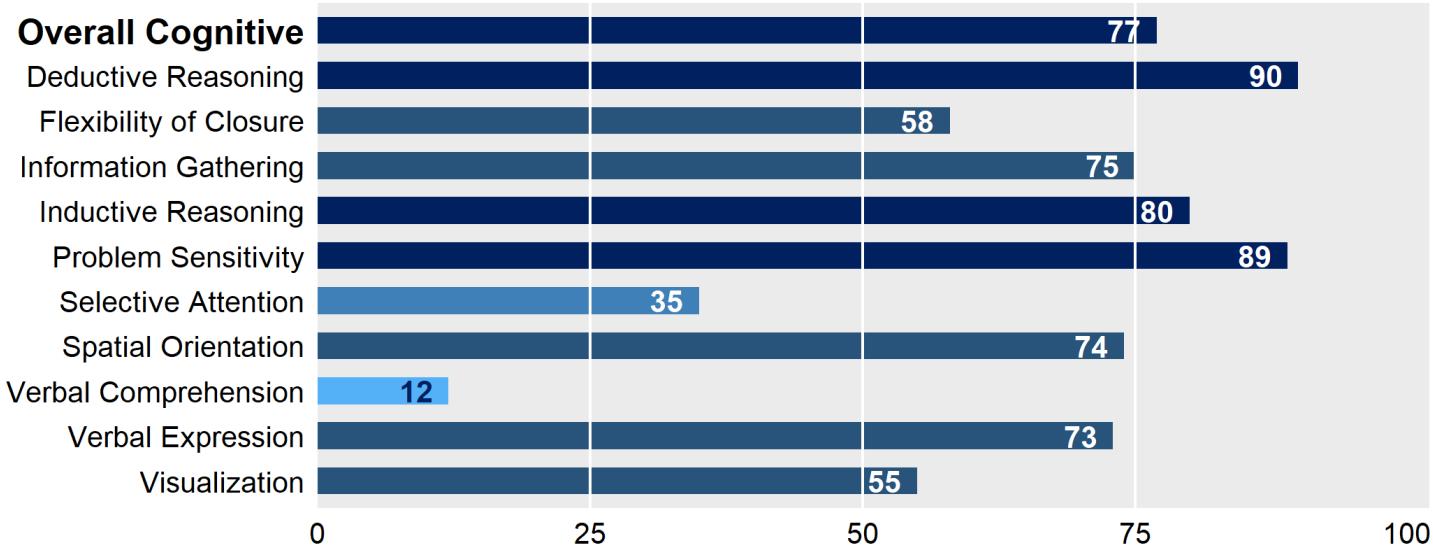
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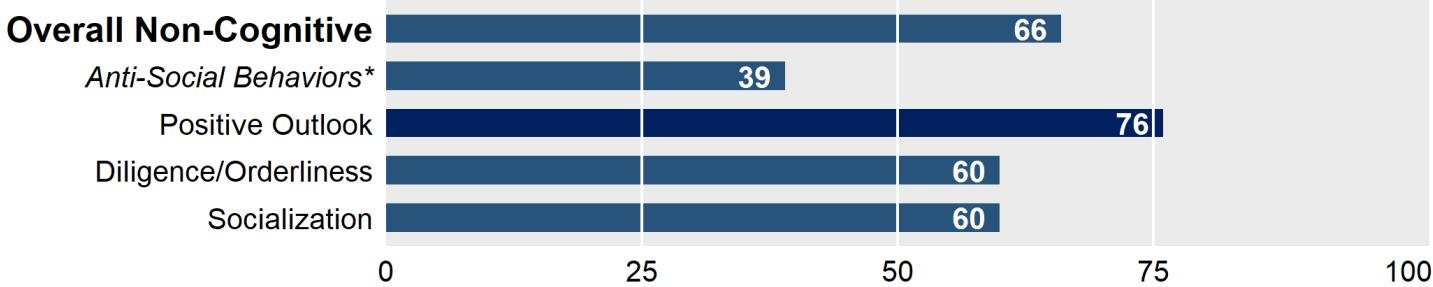
Final Score Percentile



Cognitive Subdimension Percentiles



Non-Cognitive Subdimension Percentiles



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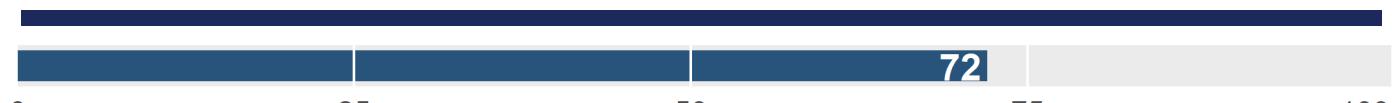
Chavira, Gerry

ID: 2829 Score: 86.8364
Gender: Male Status: Pass
Race: White Exam: Form 2
Administration Date: December 10, 2018
Agency: Oak Springs, MN
Candidate Rank: 29 of 64.

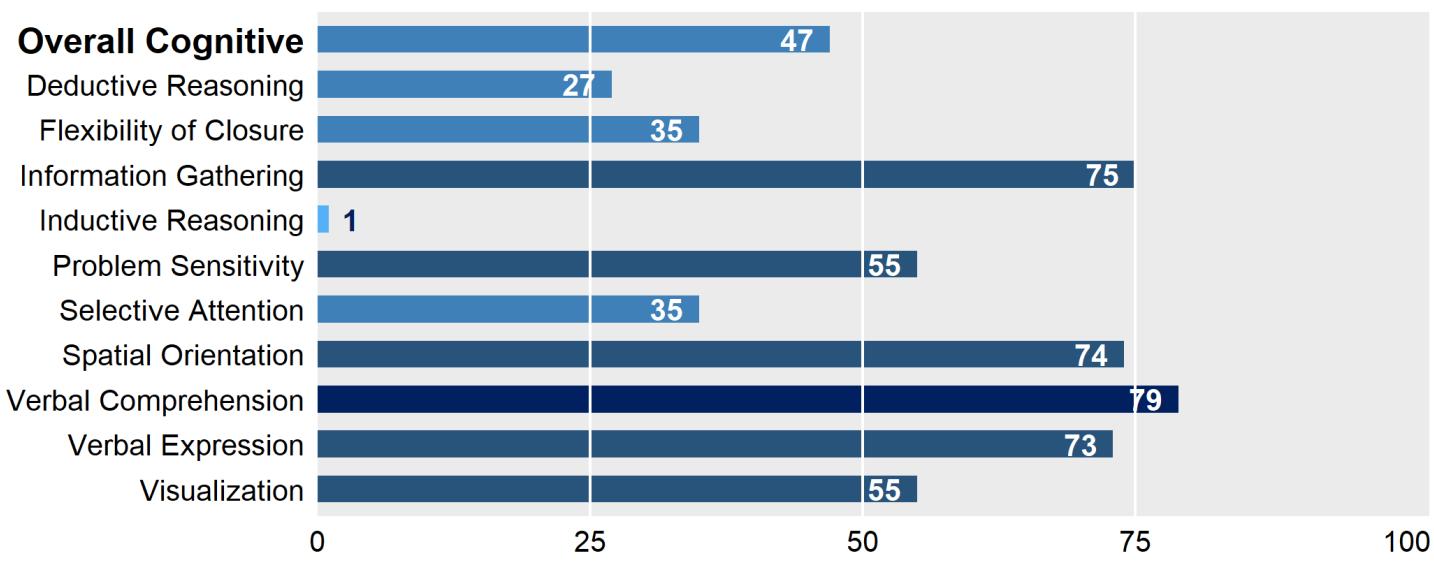
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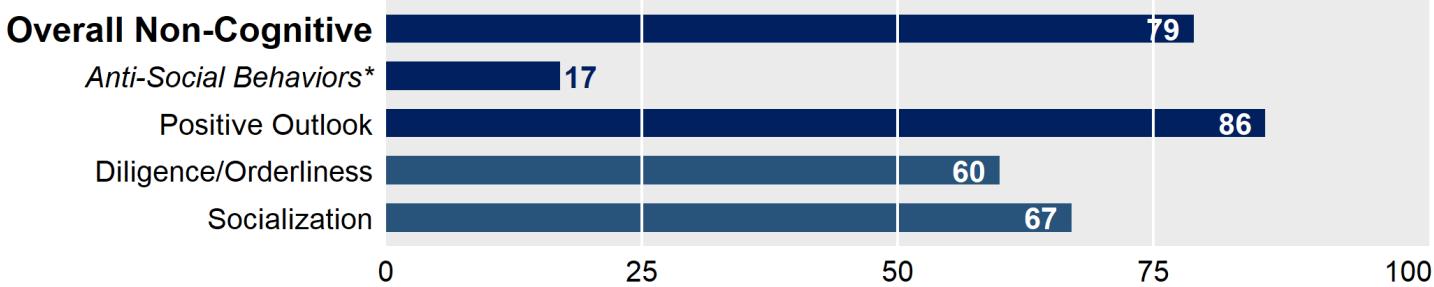
Final Score Percentile



Cognitive Subdimension Percentiles



Non-Cognitive Subdimension Percentiles



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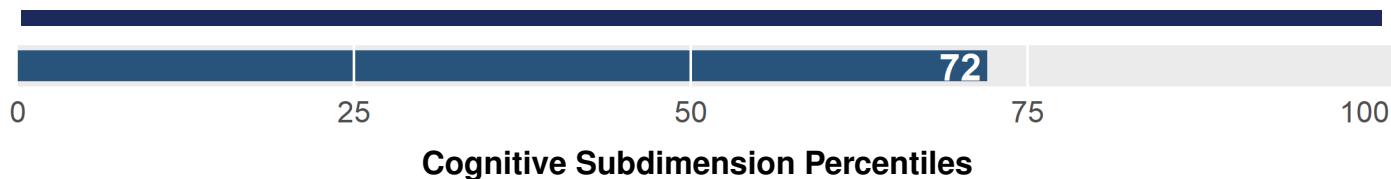
Fugeroa, Carletta

ID: etta Score: 86.7713
Gender: Female Status: Pass
Race: White Exam: Form 2
Administration Date: December 10, 2018
Agency: Oak Springs, MN
Candidate Rank: 30 of 64.

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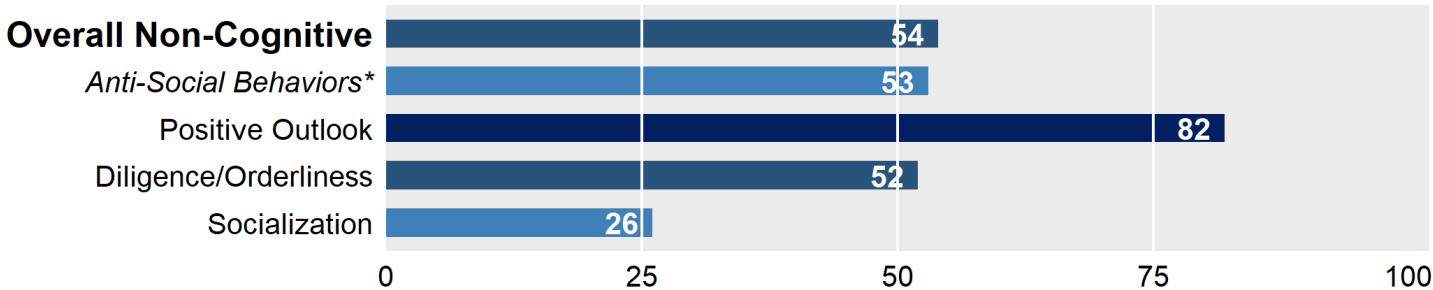
Final Score Percentile



Cognitive Subdimension Percentiles



Non-Cognitive Subdimension Percentiles



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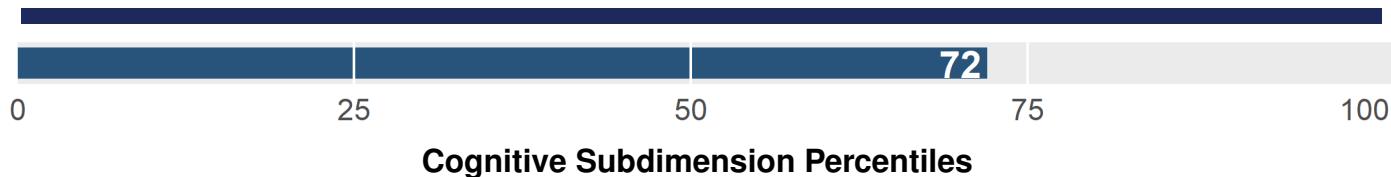
Kasie, Nafis

ID: 2502 Score: 86.6816
Gender: Male Status: Pass
Race: White Exam: Form 2
Administration Date: December 10, 2018
Agency: Oak Springs, MN
Candidate Rank: 31 of 64.

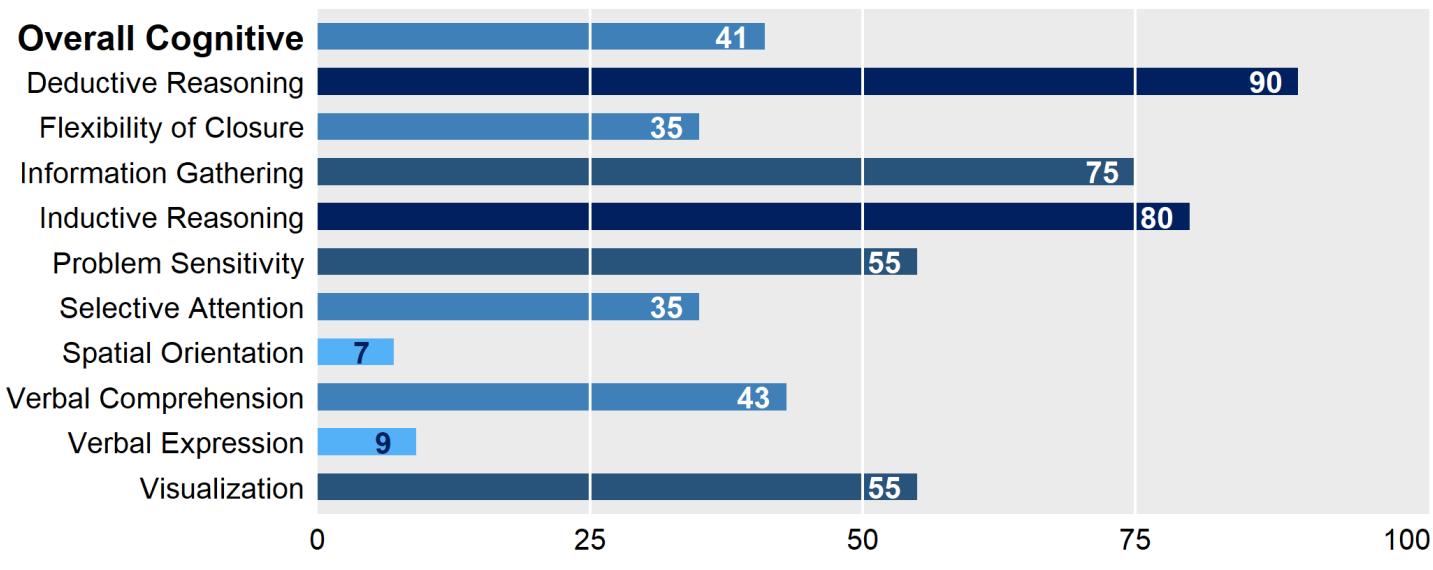
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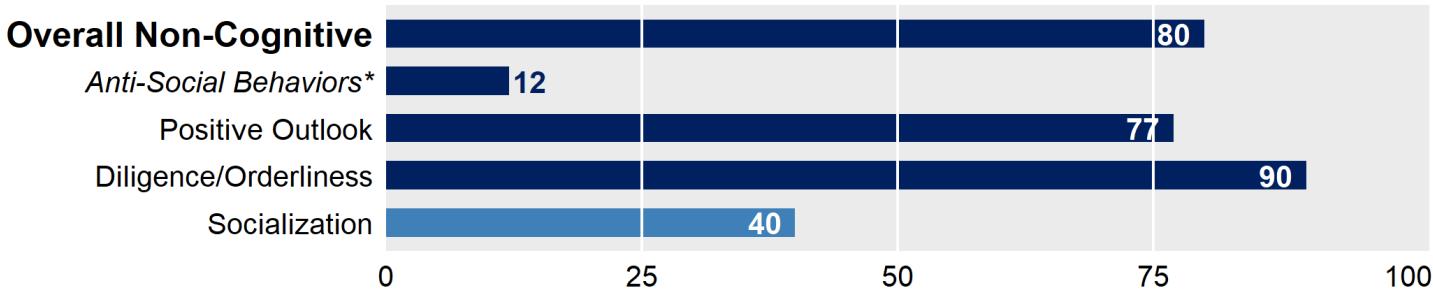
Final Score Percentile



Cognitive Subdimension Percentiles



Non-Cognitive Subdimension Percentiles



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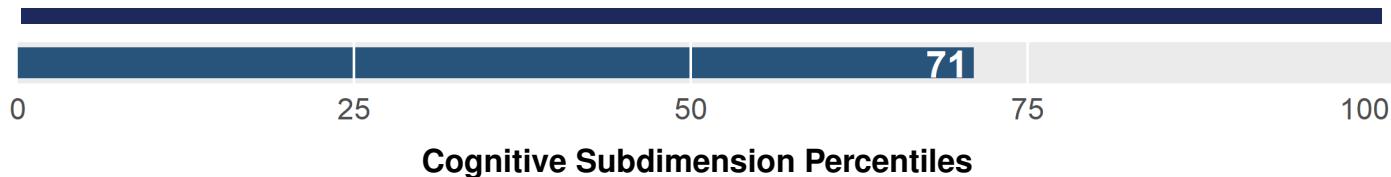
Derby, Arthur

ID: 8617 Score: 86.5554
Gender: Male Status: Pass
Race: White Exam: Form 2
Administration Date: December 10, 2018
Agency: Oak Springs, MN
Candidate Rank: 32 of 64.

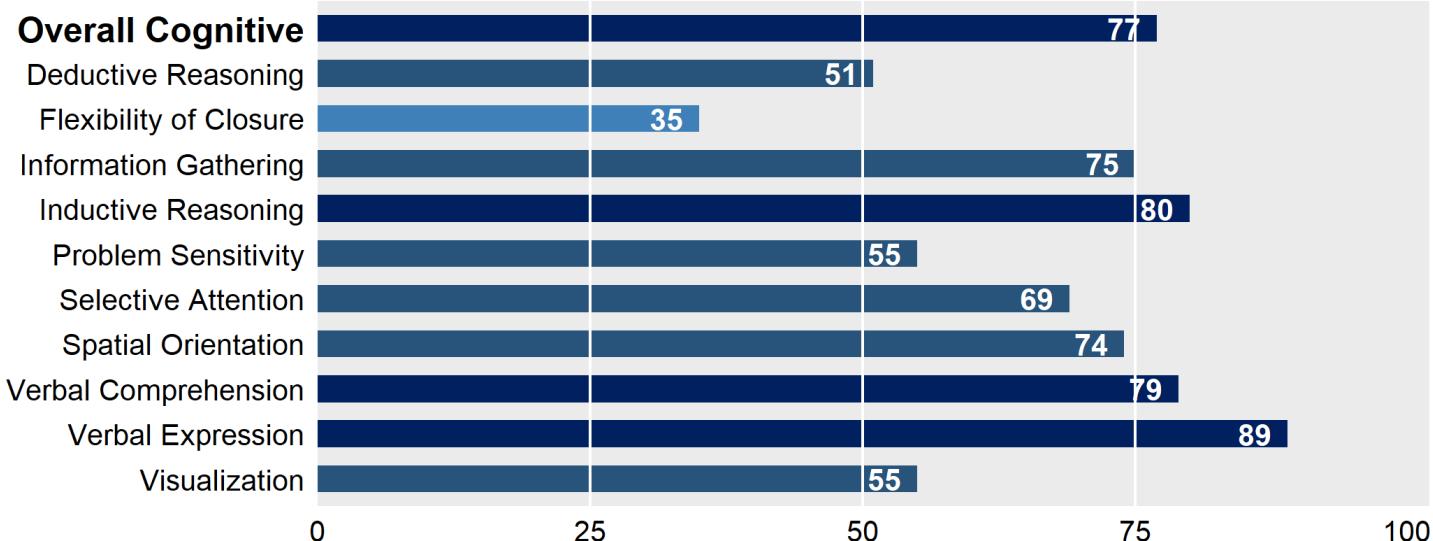
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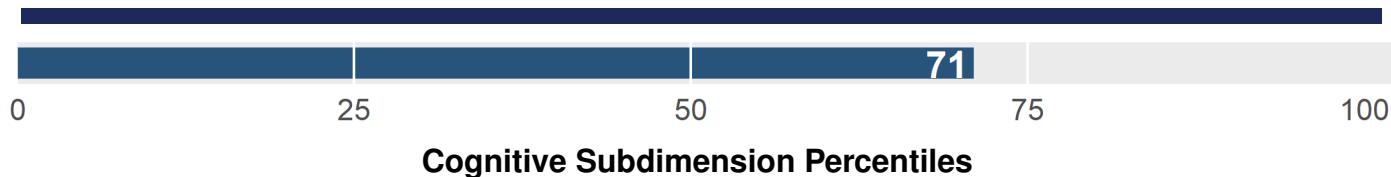
Ribeiro, Dorothy

ID: 0756 Score: 86.5411
Gender: Female Status: Pass
Race: Hispanic Exam: Form 2
Administration Date: December 10, 2018
Agency: Oak Springs, MN
Candidate Rank: 33 of 64.

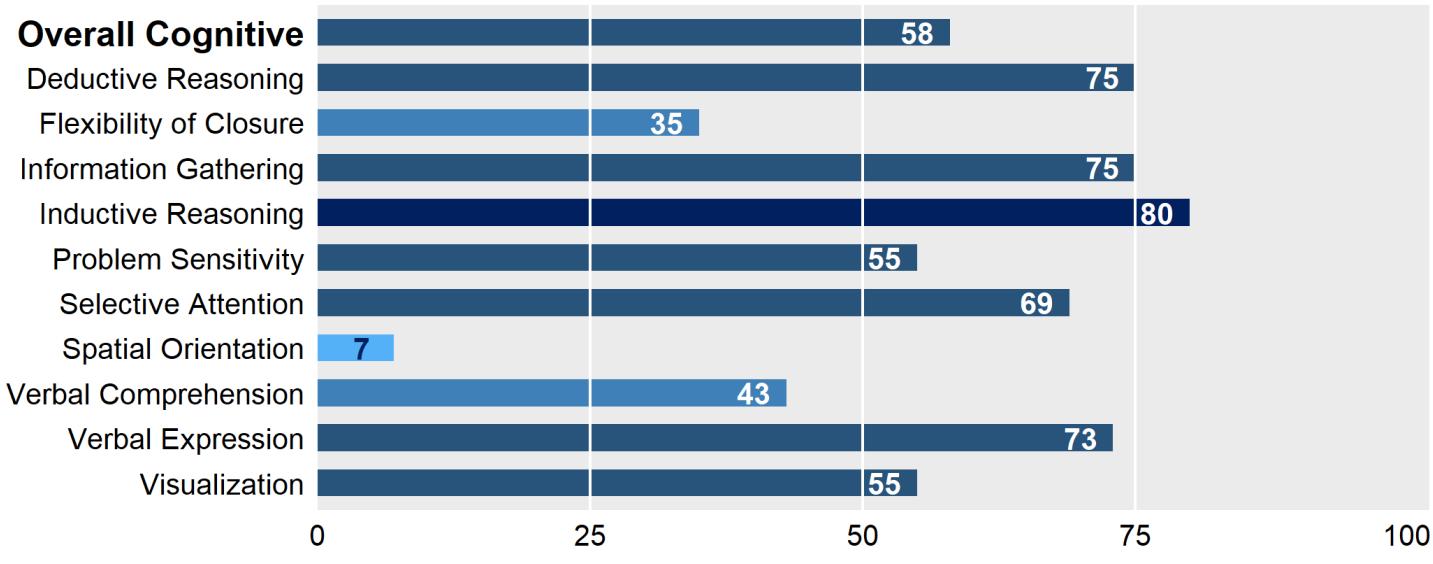
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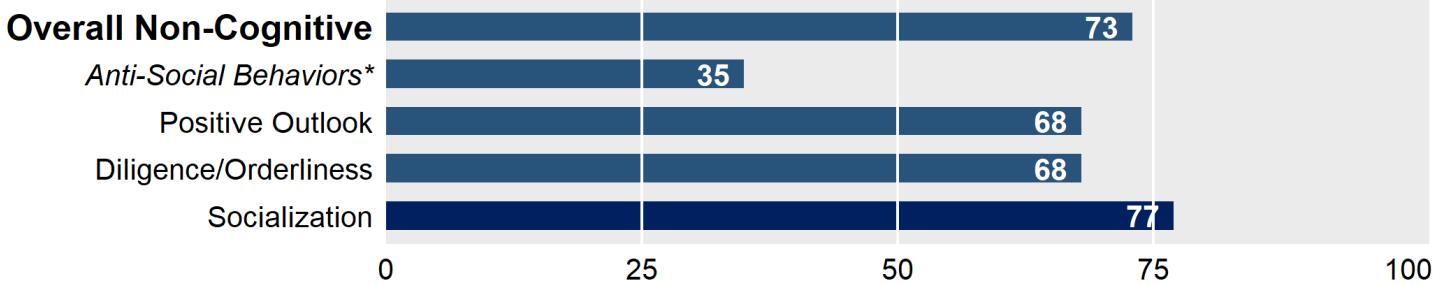
Final Score Percentile



Cognitive Subdimension Percentiles



Non-Cognitive Subdimension Percentiles



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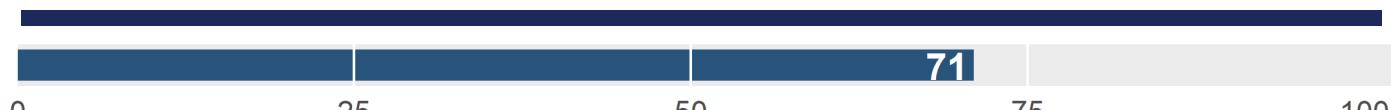
Abron, Liberty

ID: 1621 Score: 86.4474
Gender: Male Status: Pass
Race: White Exam: Form 2
Administration Date: December 10, 2018
Agency: Oak Springs, MN
Candidate Rank: 34 of 64.

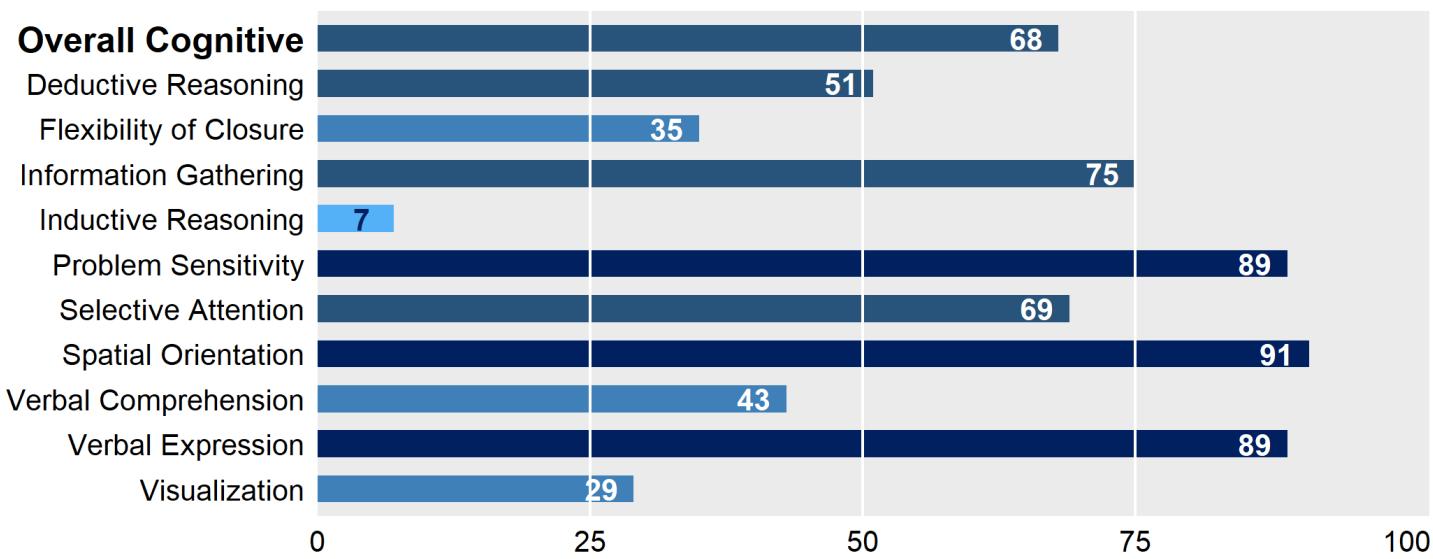
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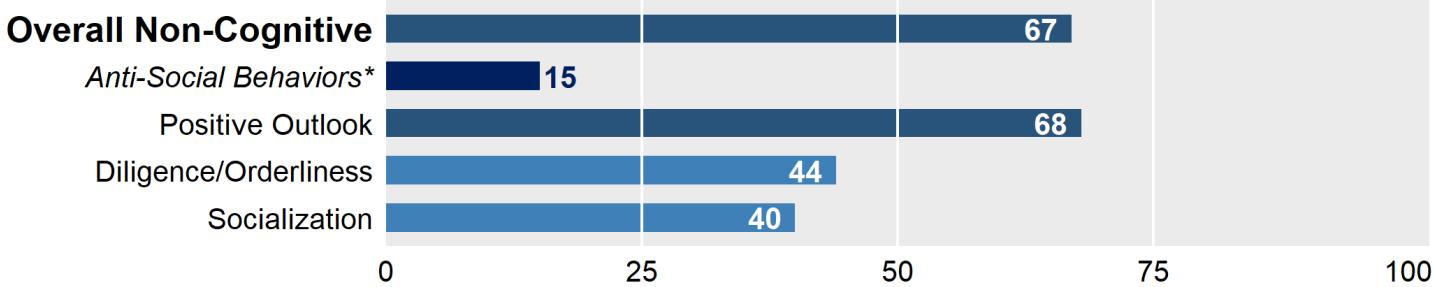
Final Score Percentile



Cognitive Subdimension Percentiles



Non-Cognitive Subdimension Percentiles



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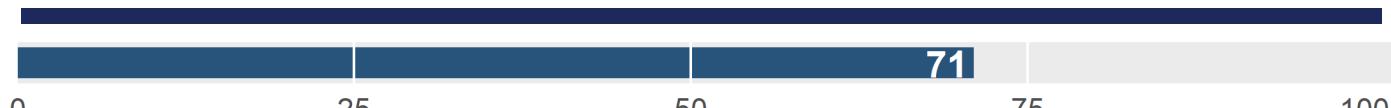
Torres, Alex

ID: 3994 **Score:** 86.4006
Gender: Male **Status:** Pass
Race: Hispanic **Exam:** Form 2
Administration Date: December 10, 2018
Agency: Oak Springs, MN
Candidate Rank: 35 of 64.

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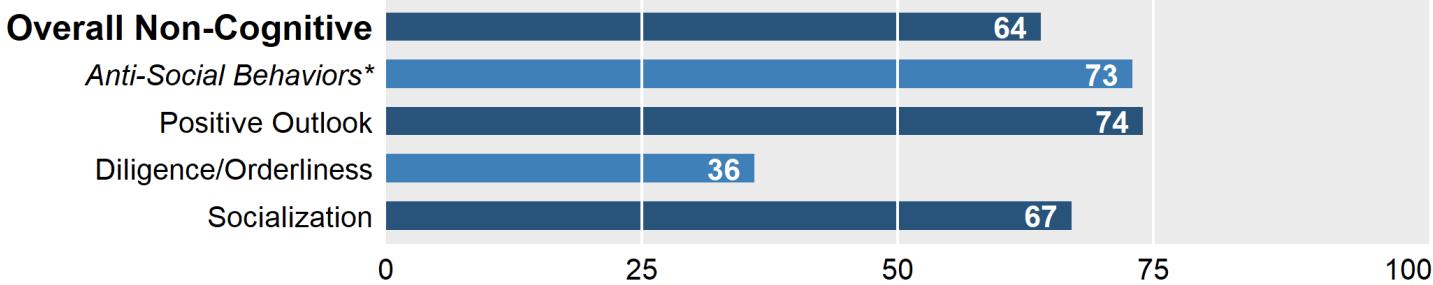
Final Score Percentile



Cognitive Subdimension Percentiles



Non-Cognitive Subdimension Percentiles



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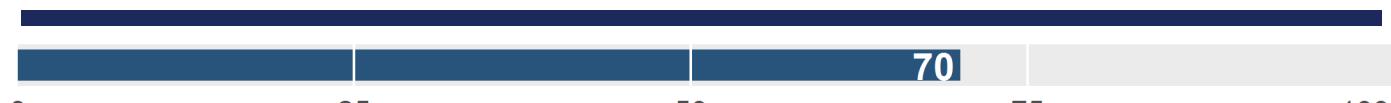
Kruger, Hipolito

ID: 0543 Score: 86.1235
Gender: Male Status: Pass
Race: White Exam: Form 2
Administration Date: December 10, 2018
Agency: Oak Springs, MN
Candidate Rank: 36 of 64.

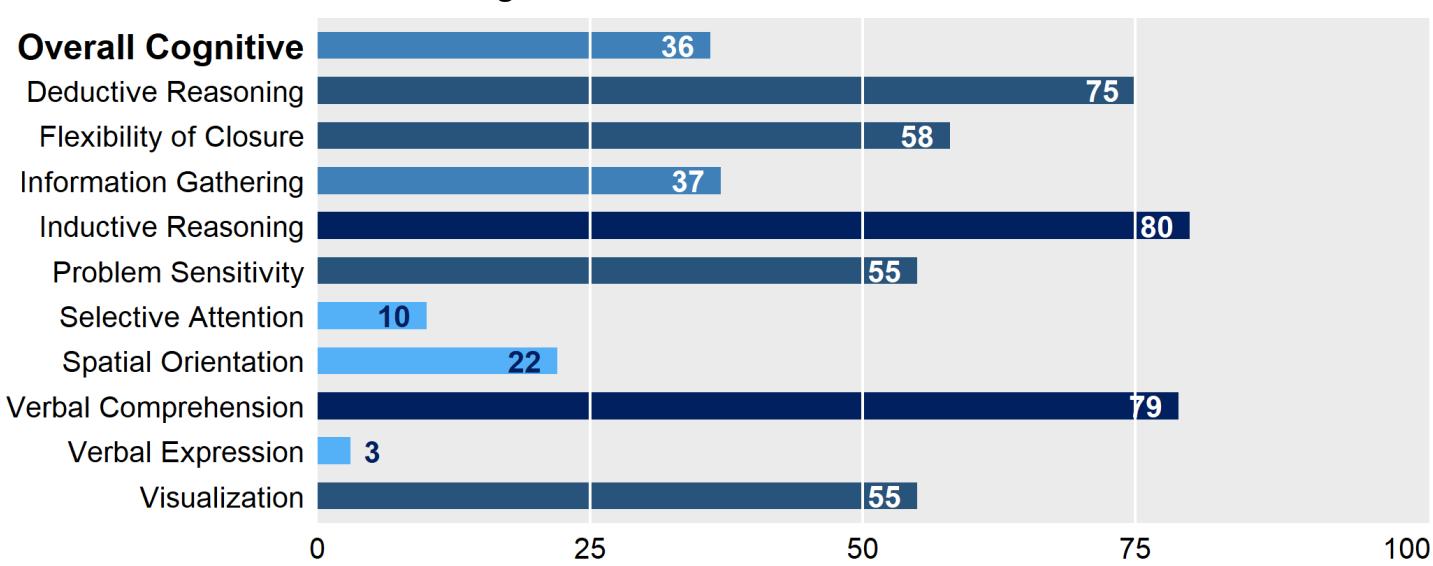
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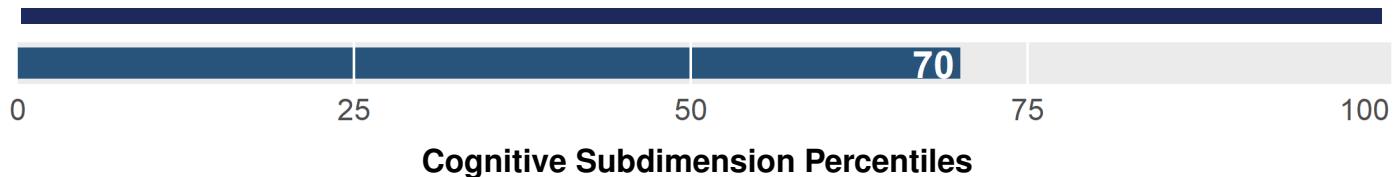
Bement, Margarito

ID: 5639 Score: 86.0298
Gender: Male Status: Pass
Race: White Exam: Form 2
Administration Date: December 10, 2018
Agency: Oak Springs, MN
Candidate Rank: 37 of 64.

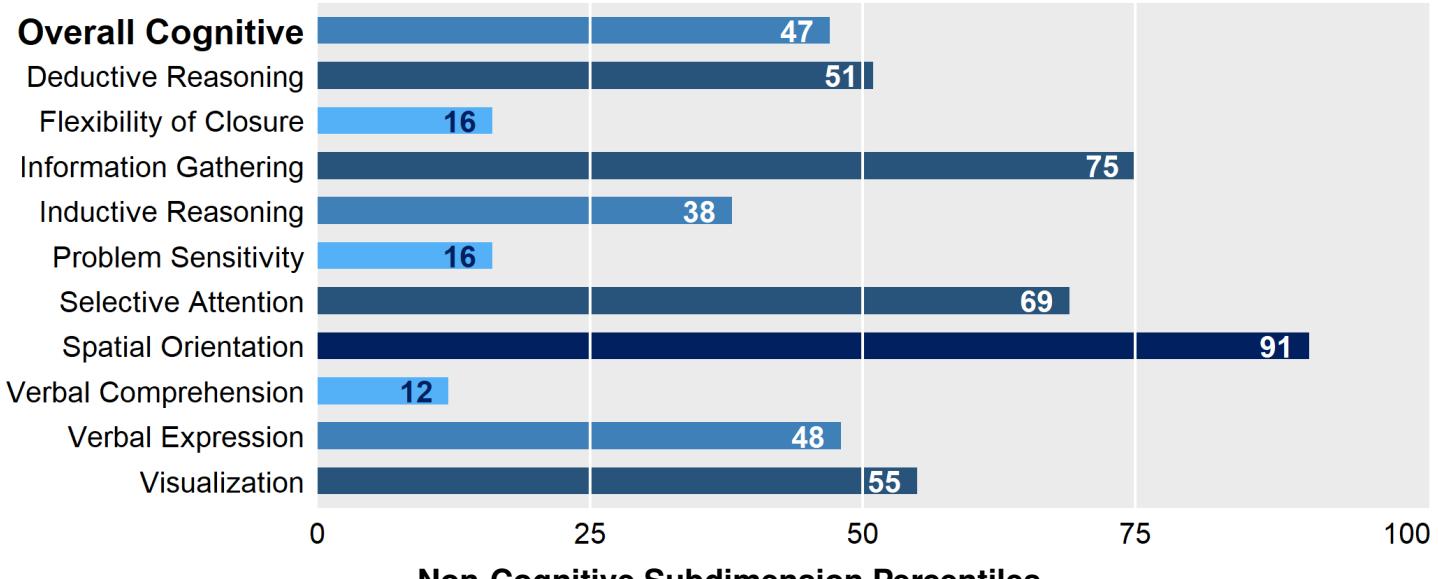
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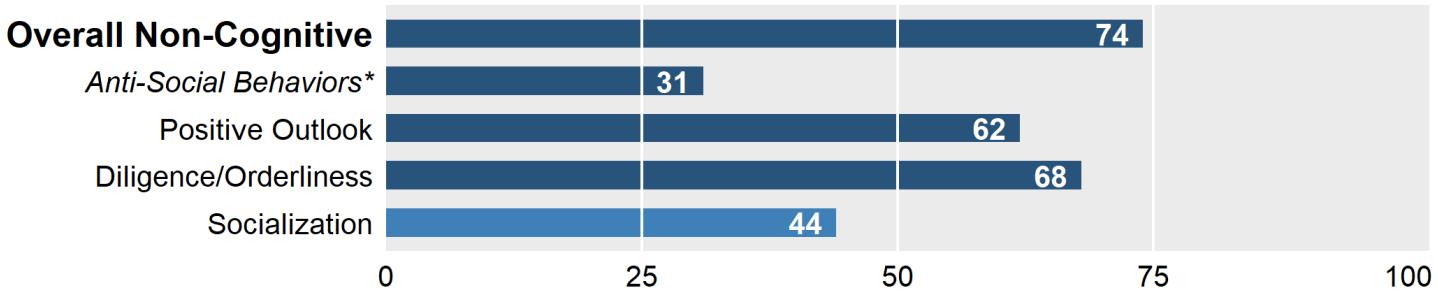
Final Score Percentile



Cognitive Subdimension Percentiles



Non-Cognitive Subdimension Percentiles



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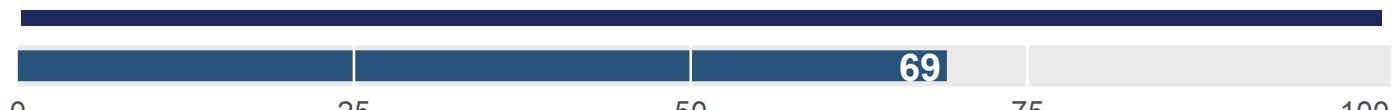
Shalash, Zoila

ID: 1843 Score: 85.8607
Gender: Female Status: Pass
Race: Black Exam: Form 2
Administration Date: December 10, 2018
Agency: Oak Springs, MN
Candidate Rank: 38 of 64.

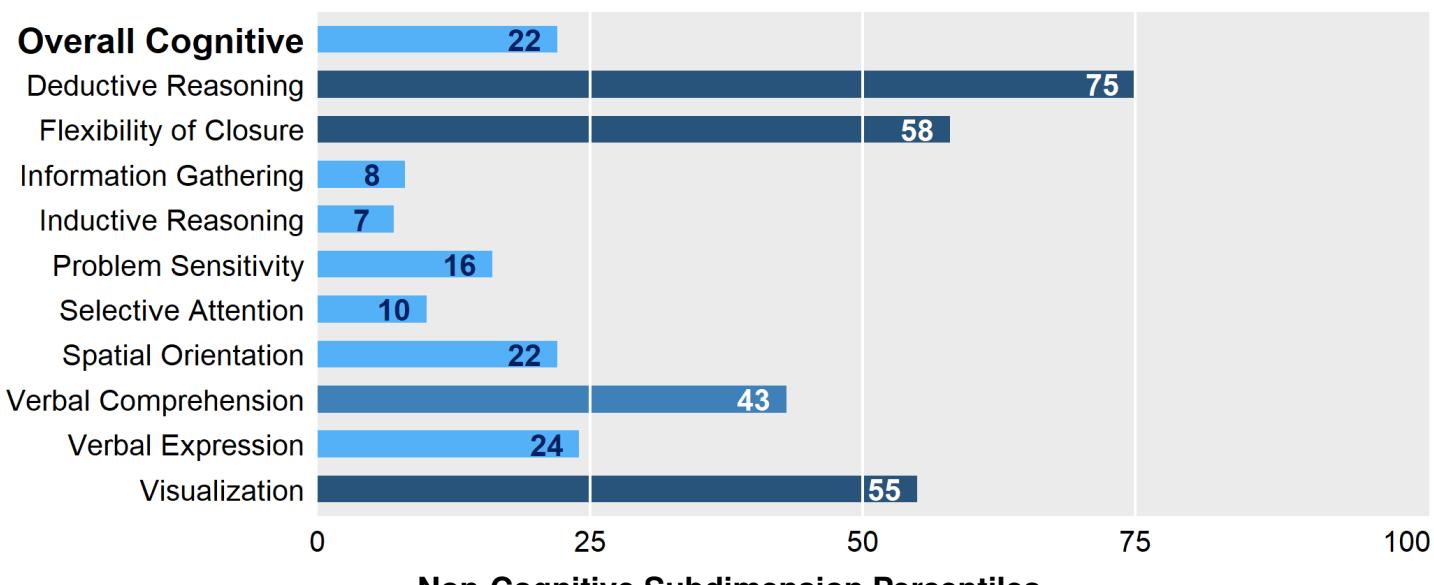
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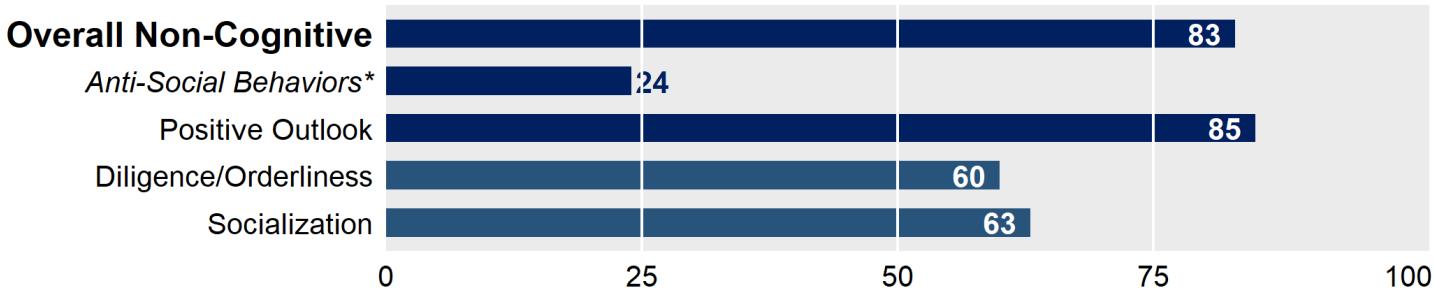
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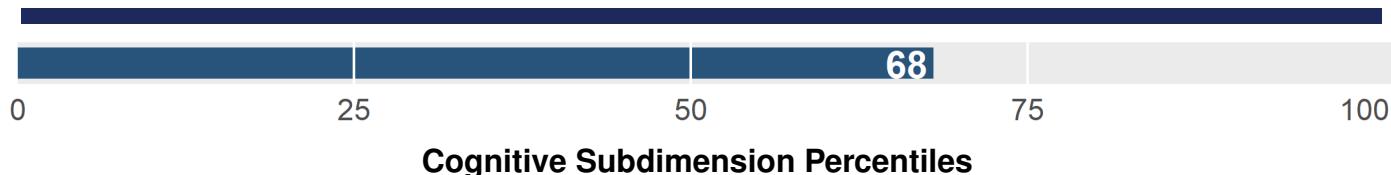
Rini, Patrick

ID: 1290 Score: 85.6265
Gender: Male Status: Pass
Race: Asian Exam: Form 2
Administration Date: December 10, 2018
Agency: Oak Springs, MN
Candidate Rank: 39 of 64.

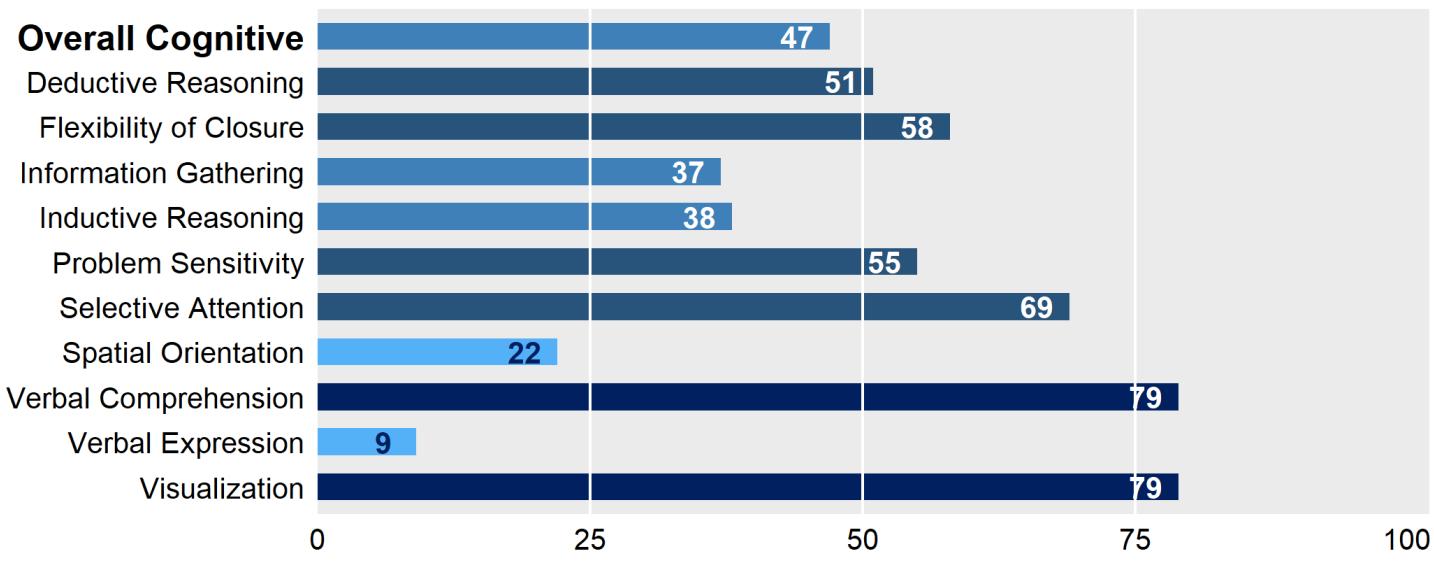
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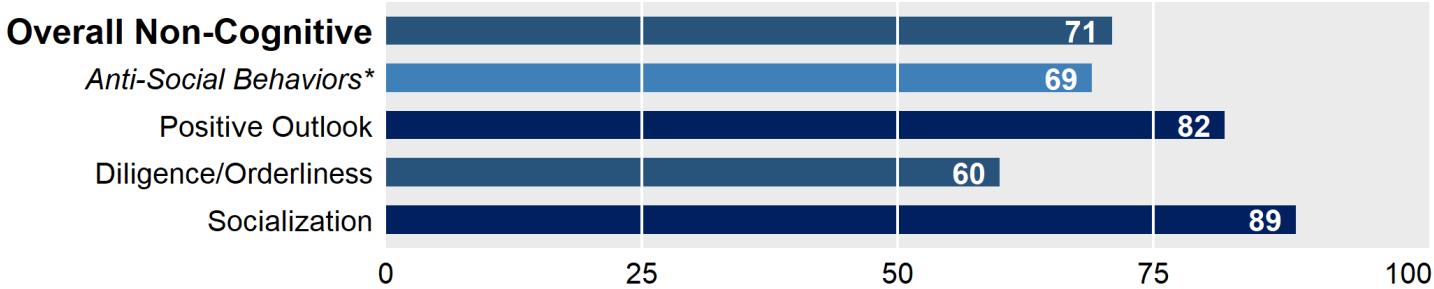
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Non-Cognitive Subdimension Percentiles



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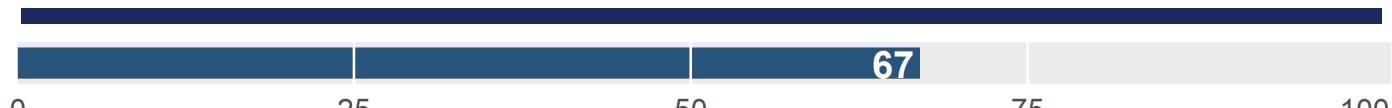
Farah, Patrick

ID: 2518 Score: 85.2233
Gender: Male Status: Pass
Race: White Exam: Form 2
Administration Date: December 10, 2018
Agency: Oak Springs, MN
Candidate Rank: 40 of 64.

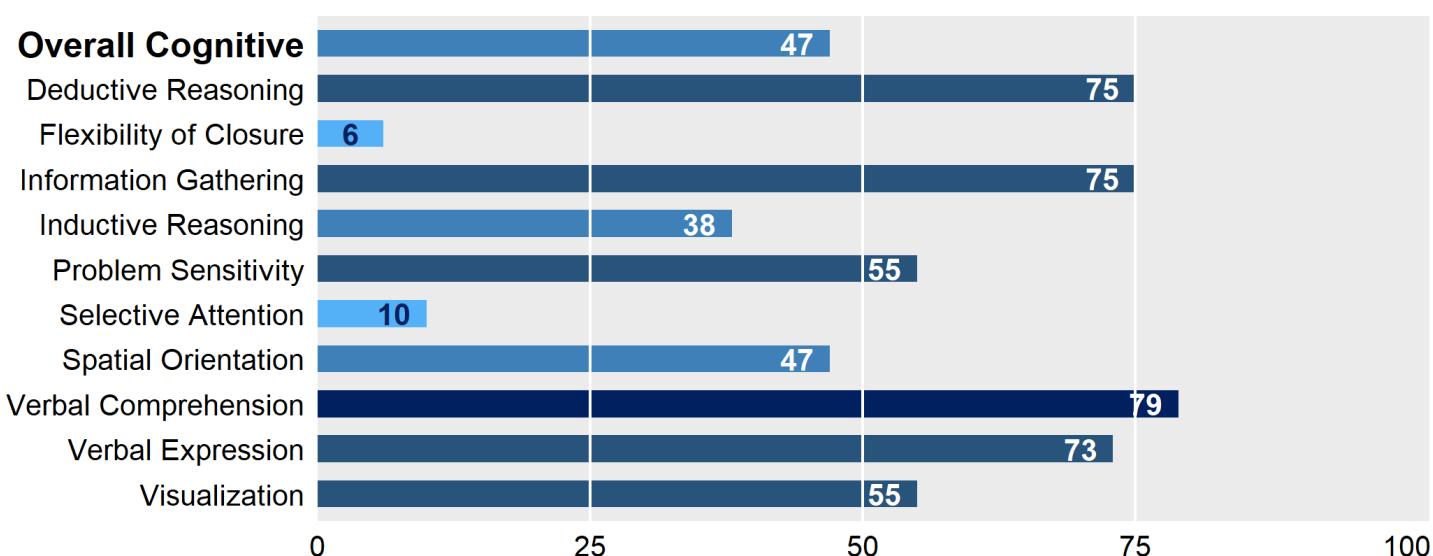
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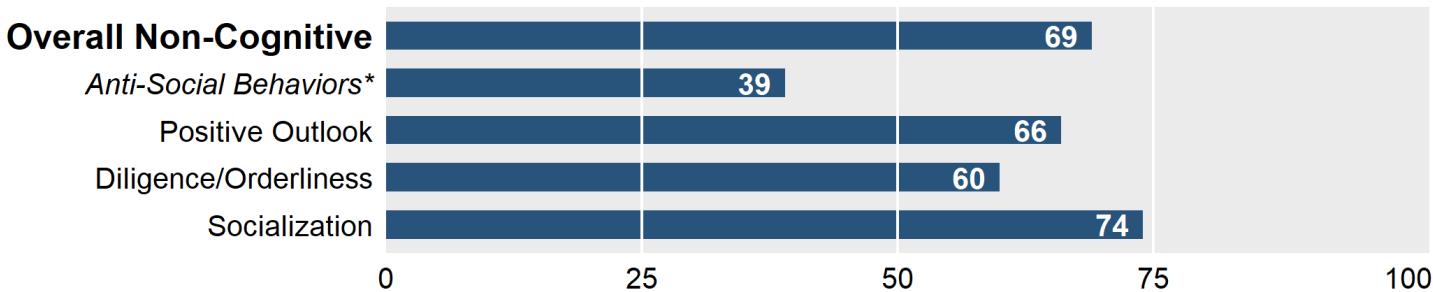
Final Score Percentile



Cognitive Subdimension Percentiles



Non-Cognitive Subdimension Percentiles



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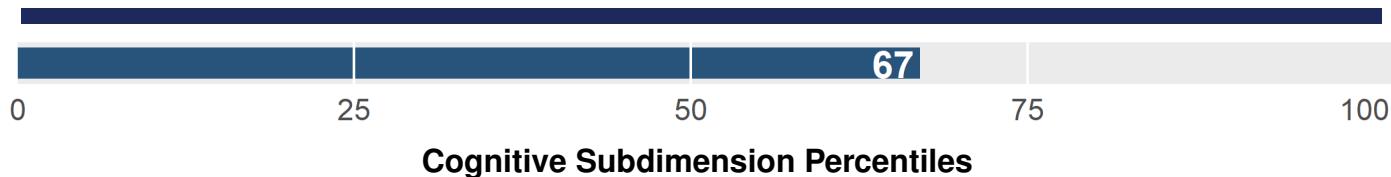
Hafley, Bella

ID: 8218 Score: 85.2233
Gender: Female Status: Pass
Race: Asian Exam: Form 2
Administration Date: December 10, 2018
Agency: Oak Springs, MN
Candidate Rank: 41 of 64.

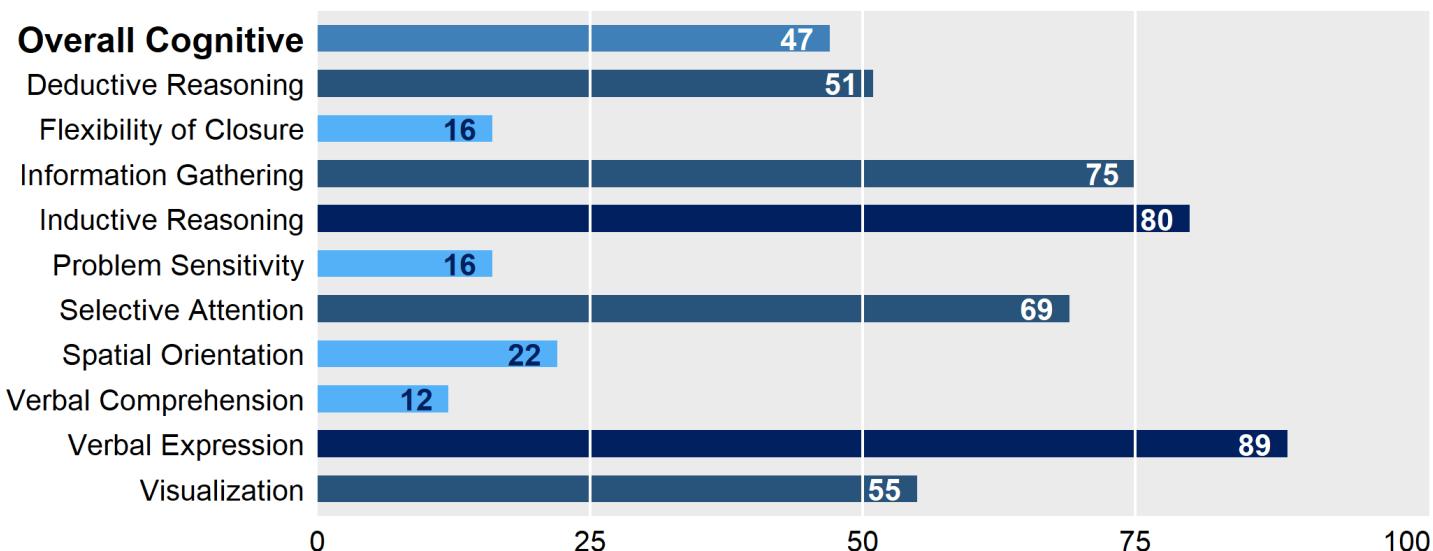
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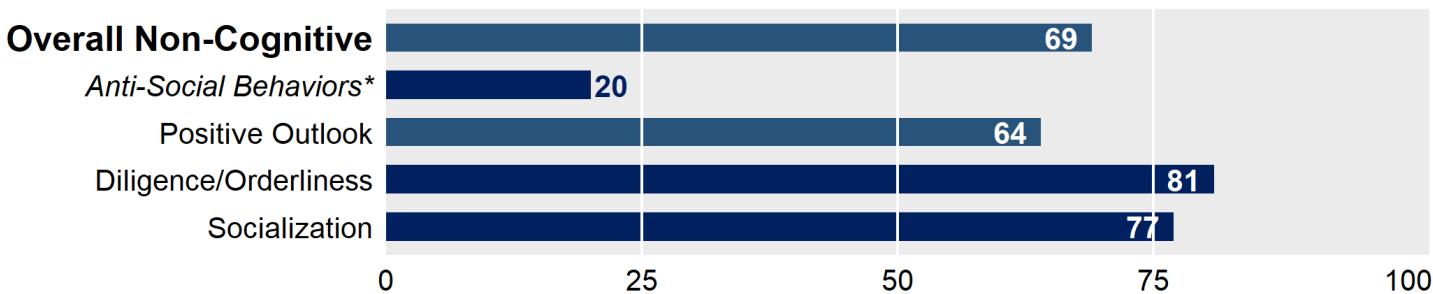
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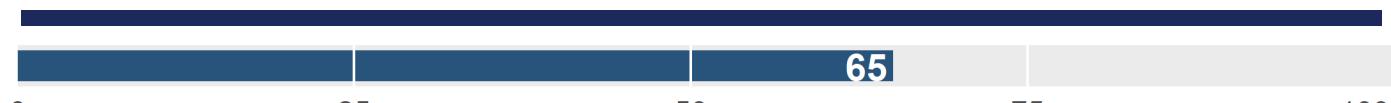
Kita, Cammy

ID: 5711 Score: 84.7875
Gender: Female Status: Pass
Race: White Exam: Form 2
Administration Date: December 10, 2018
Agency: Oak Springs, MN
Candidate Rank: 42 of 64.

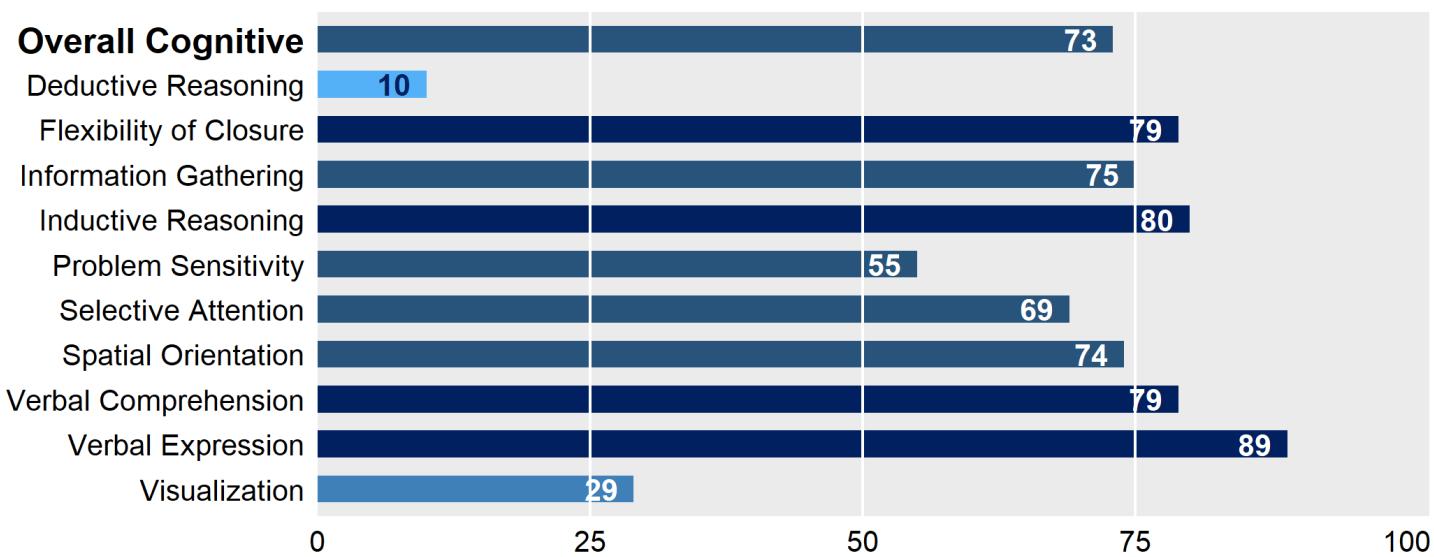
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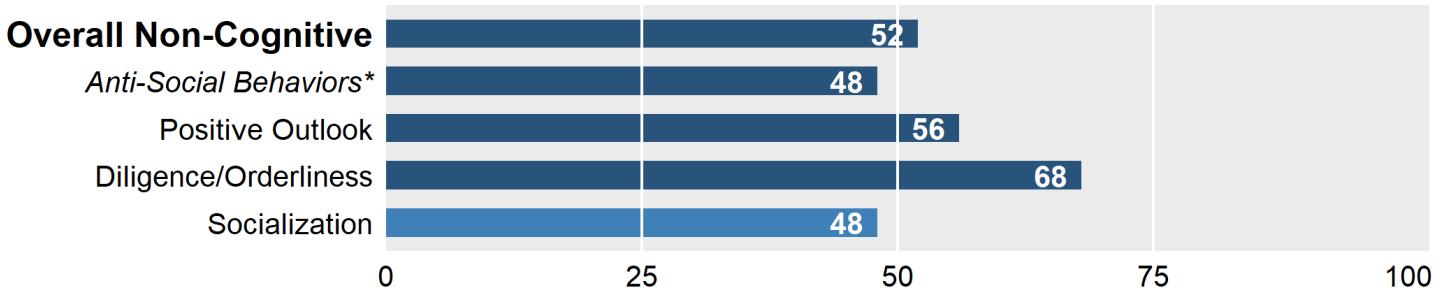
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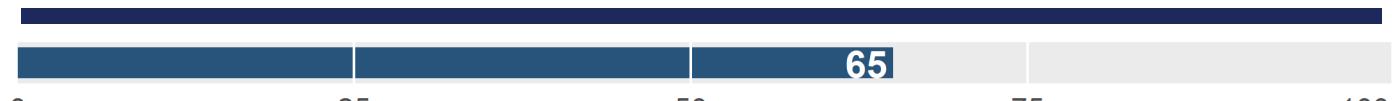
Largent, Noah

ID: 9426 Score: 84.6977
Gender: Male Status: Pass
Race: Hispanic Exam: Form 2
Administration Date: December 10, 2018
Agency: Oak Springs, MN
Candidate Rank: 43 of 64.

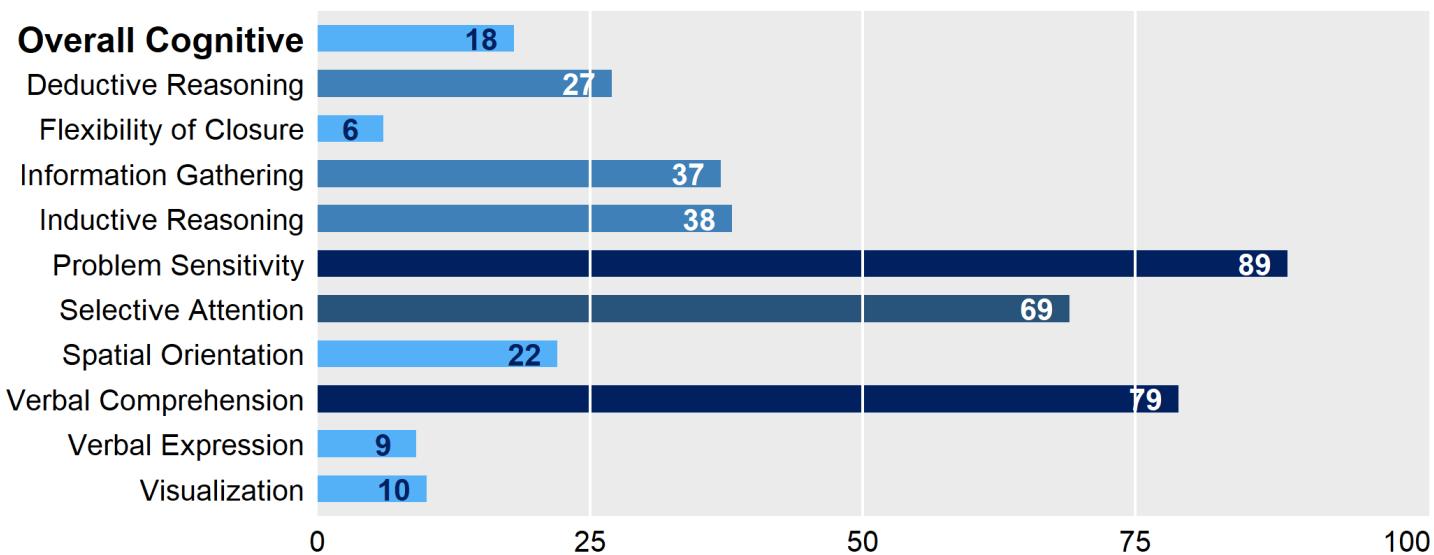
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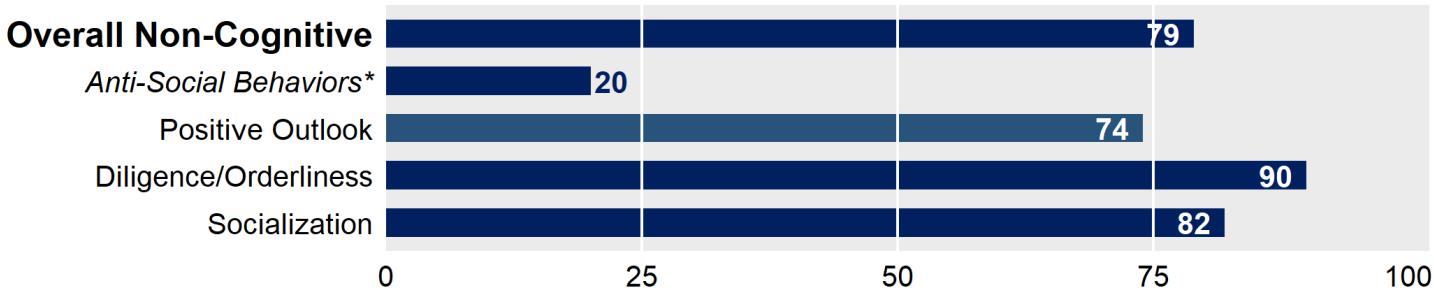
Final Score Percentile



Cognitive Subdimension Percentiles



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DEPARTMENTAL FEEDBACK REPORT

FOR THE NATIONAL CRIMINAL JUSTICE OFFICER SELECTION INVENTORY

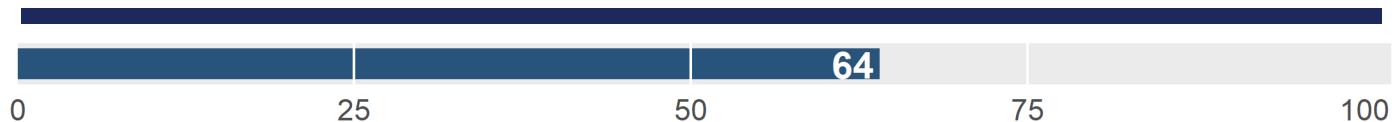
Choy, Carissa

ID: 5784 Score: 84.431
Gender: Female Status: Pass
Race: Asian Exam: Form 2
Administration Date: December 10, 2018
Agency: Oak Springs, MN
Candidate Rank: 44 of 64.

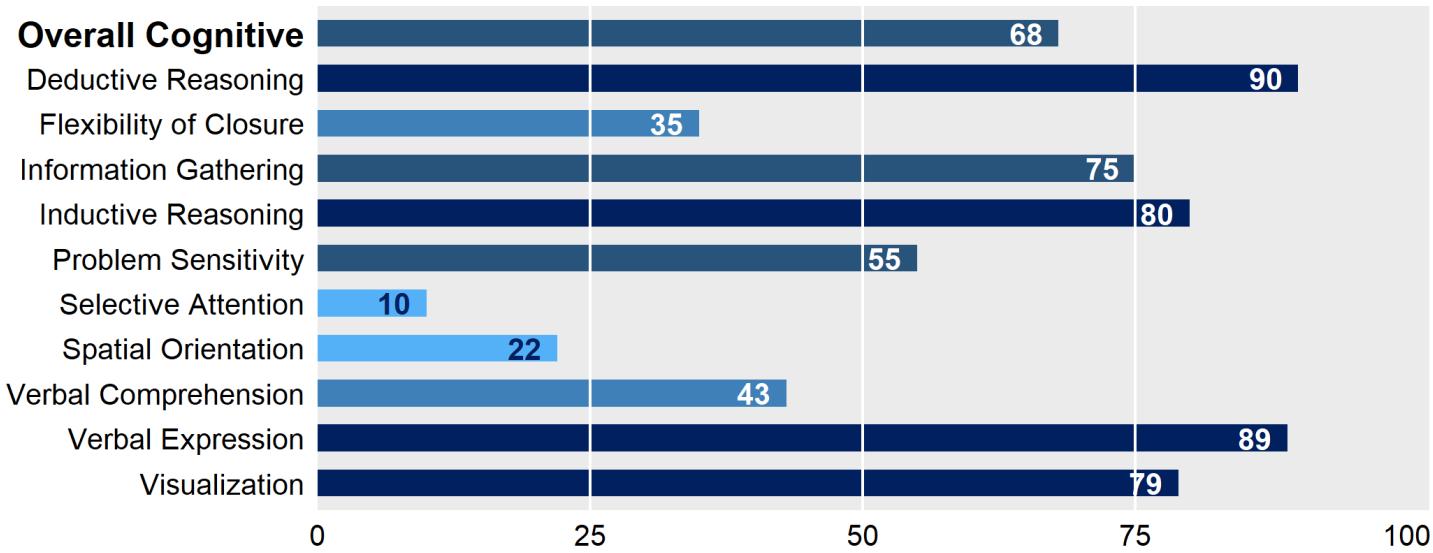
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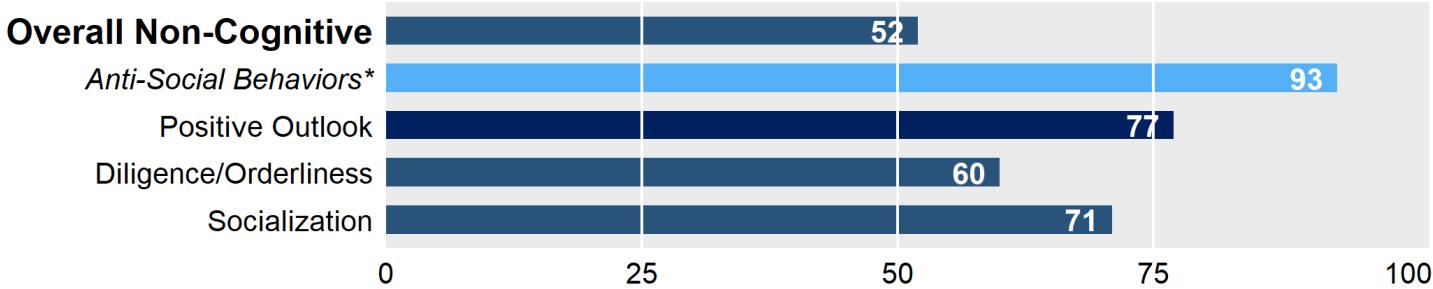
Final Score Percentile



Cognitive Subdimension Percentiles



Non-Cognitive Subdimension Percentiles



Note: Asterisk () signifies reversed scales.*



DEPARTMENTAL FEEDBACK REPORT

FOR THE NATIONAL CRIMINAL JUSTICE OFFICER SELECTION INVENTORY

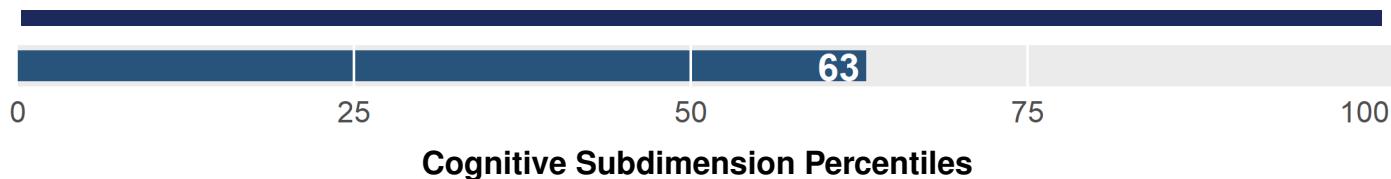
Mangum, Samuel

ID: 7414 Score: 84.2905
Gender: Male Status: Pass
Race: White Exam: Form 2
Administration Date: December 10, 2018
Agency: Oak Springs, MN
Candidate Rank: 45 of 64.

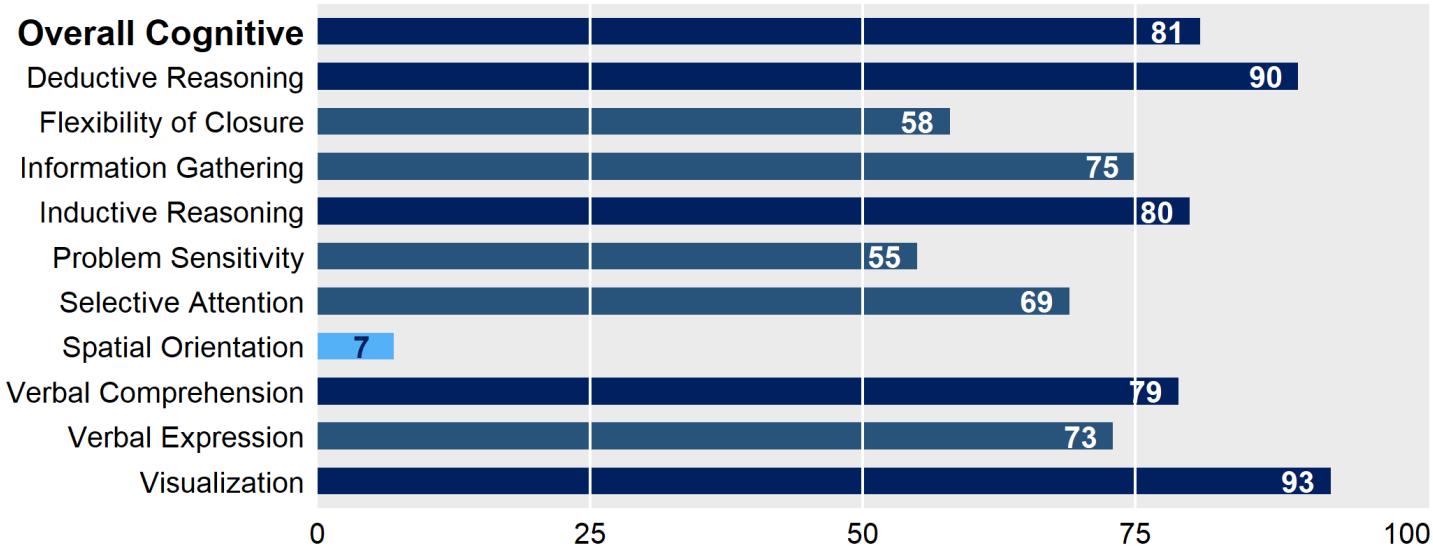
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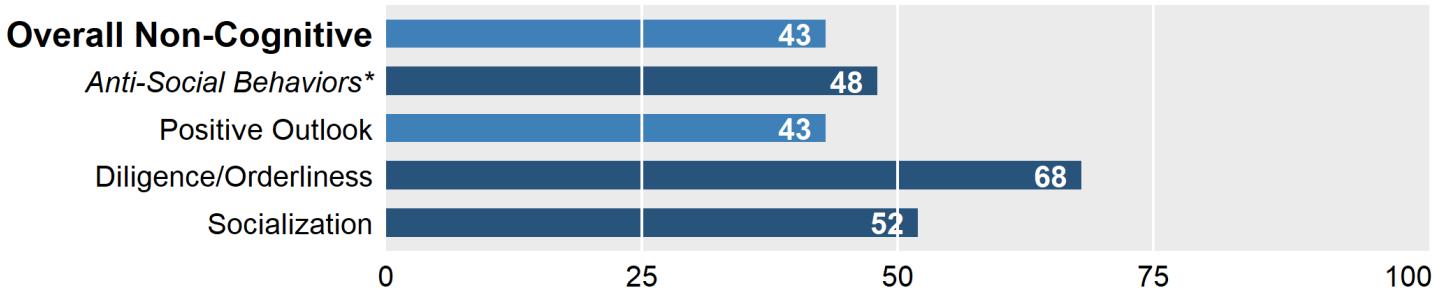
Final Score Percentile



Cognitive Subdimension Percentiles



Non-Cognitive Subdimension Percentiles



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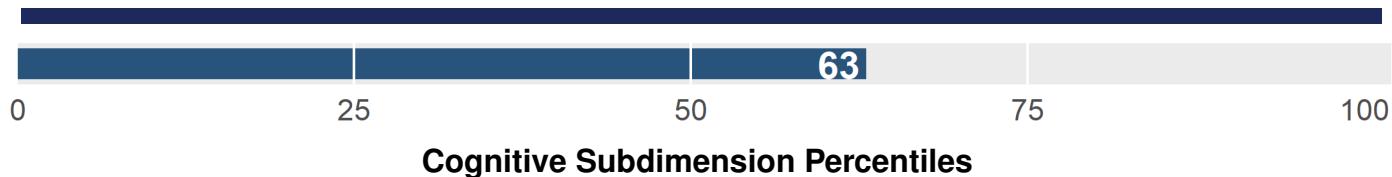
Ocampo, Hettie

ID: 3181 Score: 84.2762
Gender: Female Status: Pass
Race: Hispanic Exam: Form 2
Administration Date: December 10, 2018
Agency: Oak Springs, MN
Candidate Rank: 46 of 64.

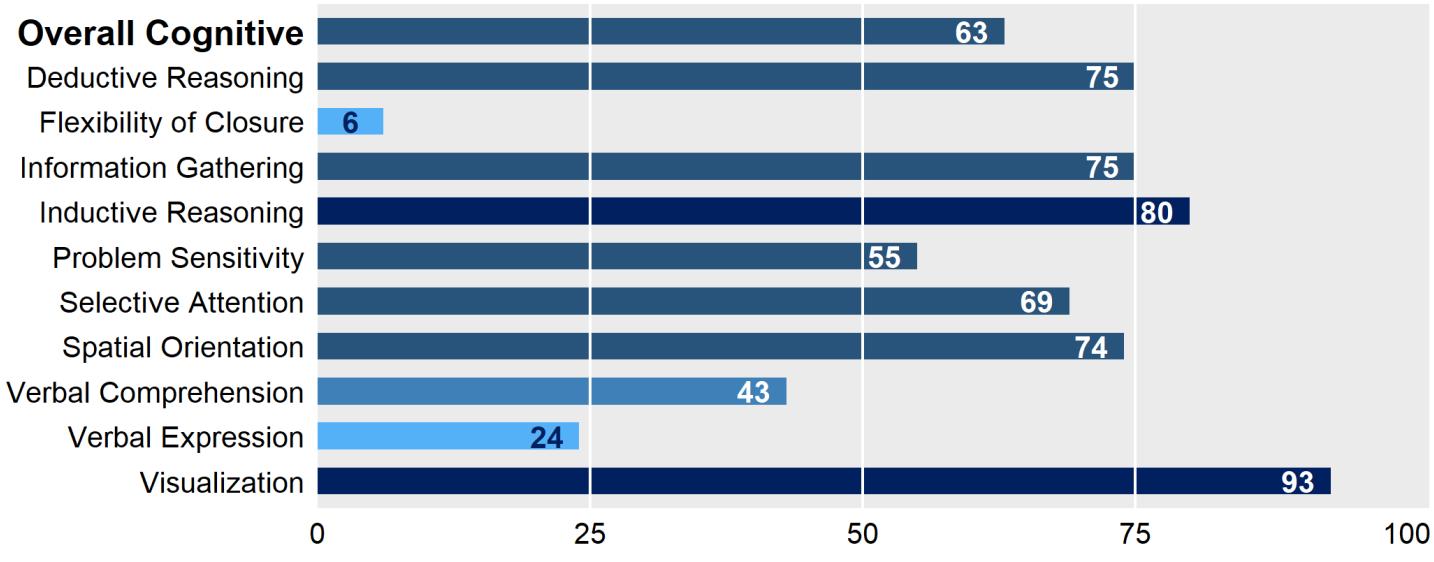
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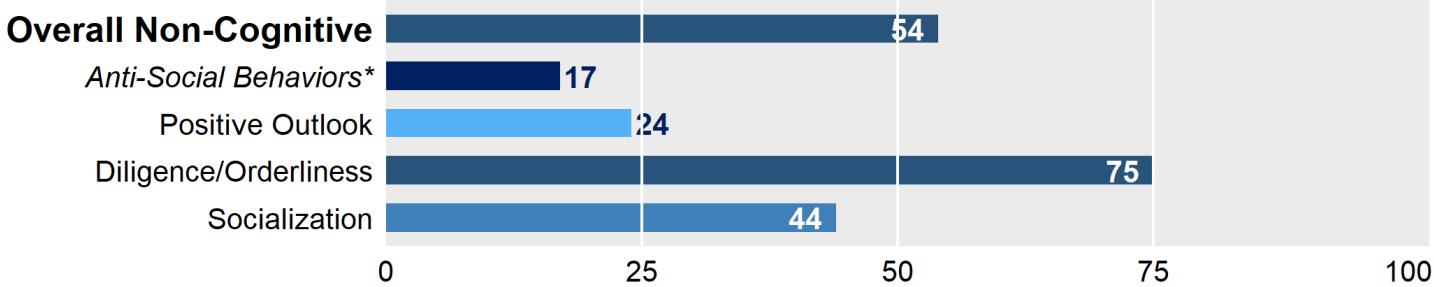
Final Score Percentile



Cognitive Subdimension Percentiles



Non-Cognitive Subdimension Percentiles



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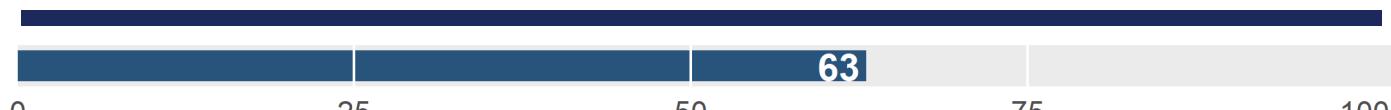
Benda, Gabriel

ID: 9706 Score: 84.1071
Gender: Male Status: Pass
Race: Hispanic Exam: Form 2
Administration Date: December 10, 2018
Agency: Oak Springs, MN
Candidate Rank: 47 of 64.

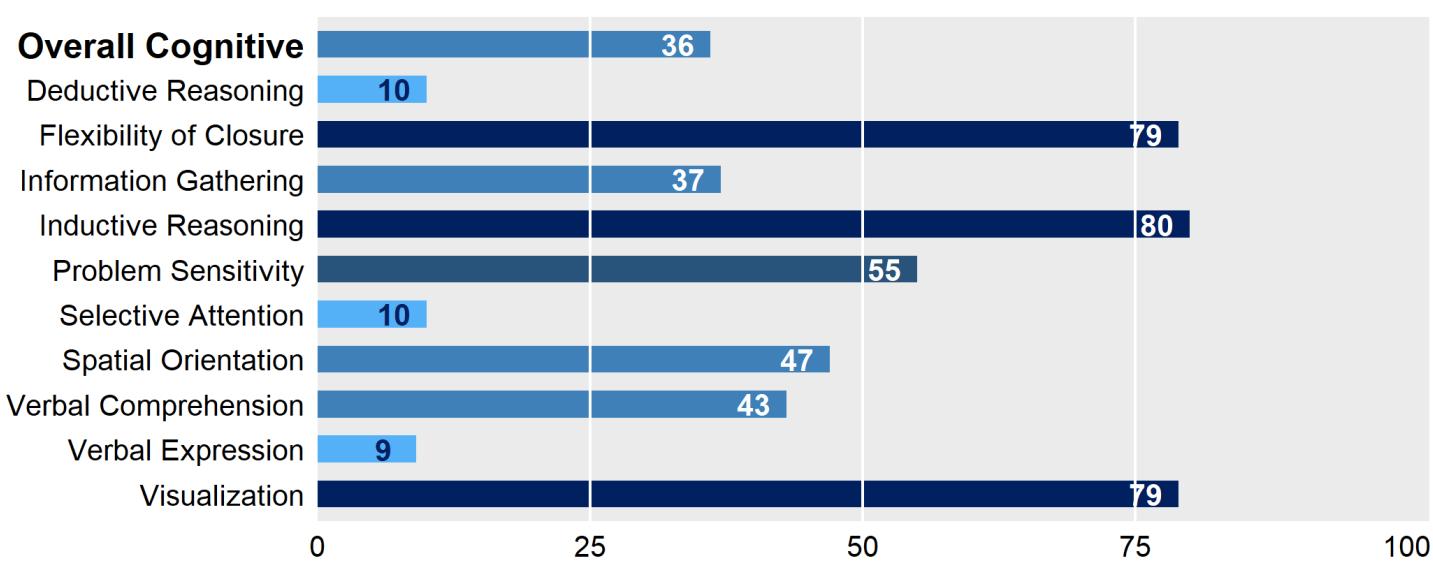
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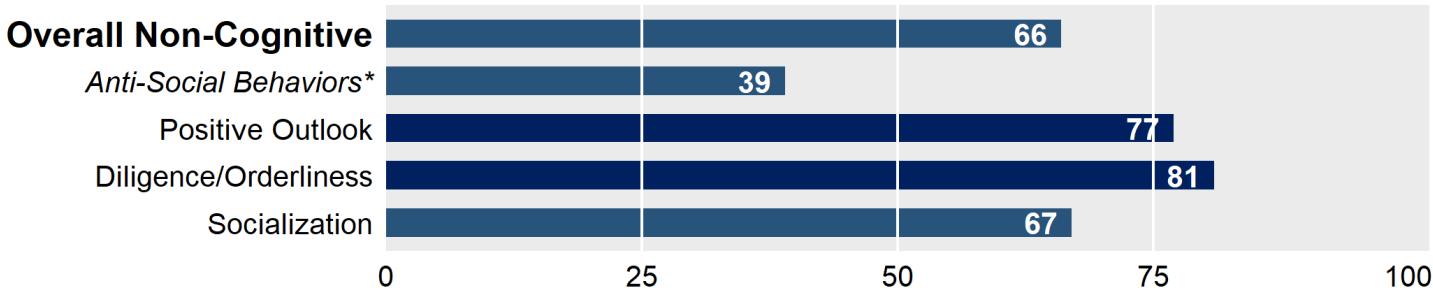
Final Score Percentile



Cognitive Subdimension Percentiles



Non-Cognitive Subdimension Percentiles



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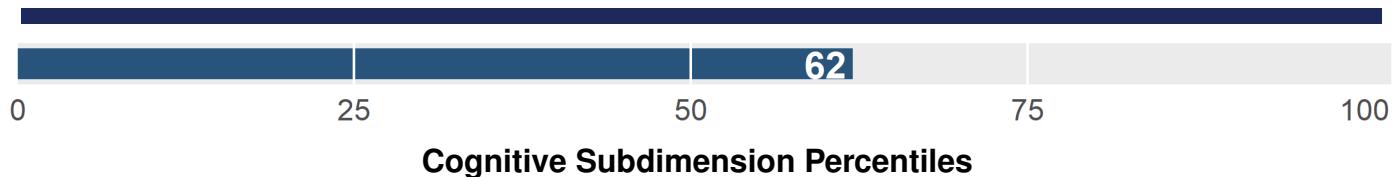
Galaviz, Versie

ID: 6290 Score: 83.938
Gender: Female Status: Pass
Race: Hispanic Exam: Form 2
Administration Date: December 10, 2018
Agency: Oak Springs, MN
Candidate Rank: 48 of 64.

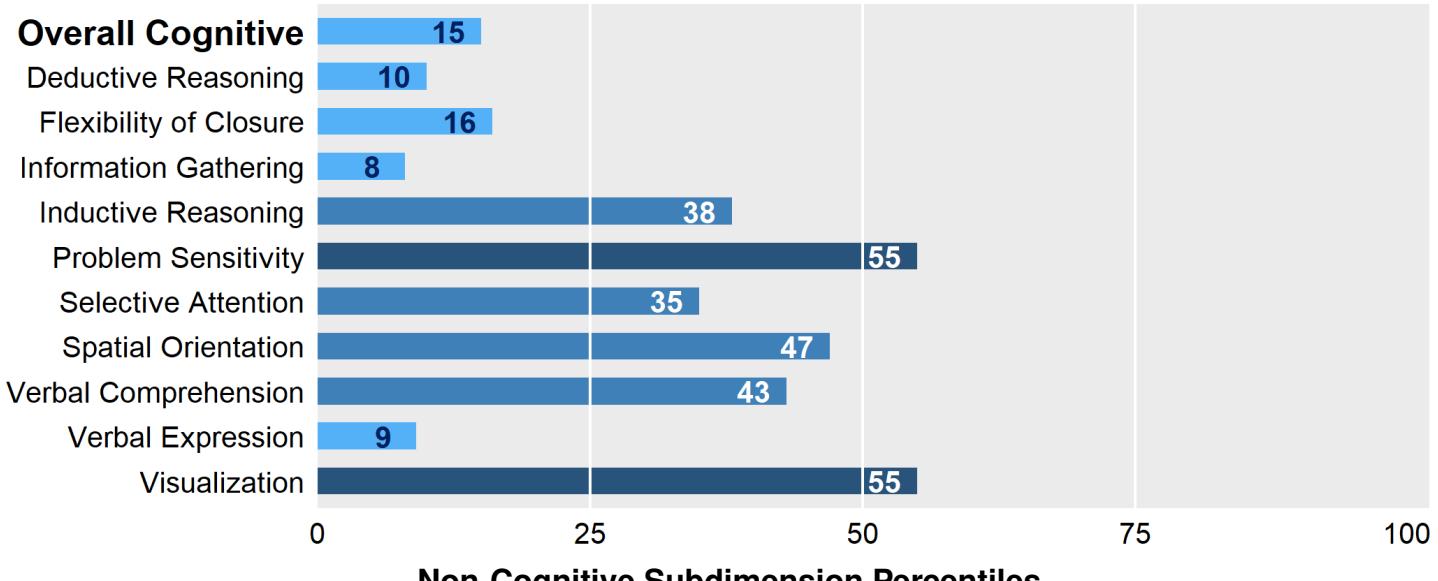
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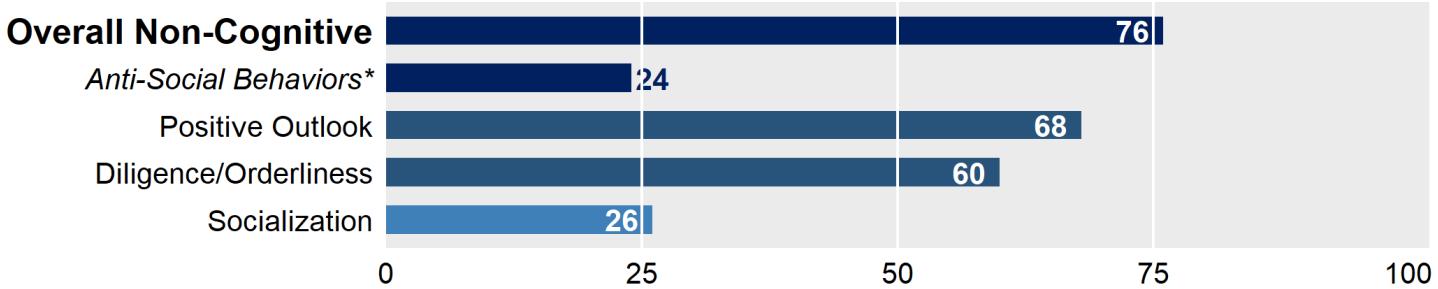
Final Score Percentile



Cognitive Subdimension Percentiles



Non-Cognitive Subdimension Percentiles



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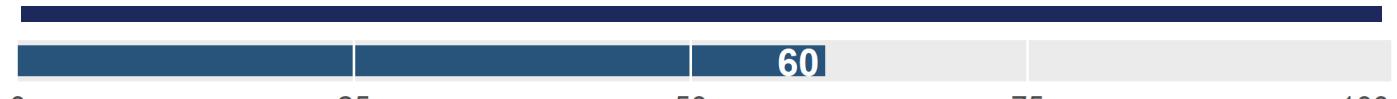
Hazan, Kacey

ID: 2044 Score: 83.3292
Gender: Female Status: Pass
Race: White Exam: Form 2
Administration Date: December 10, 2018
Agency: Oak Springs, MN
Candidate Rank: 49 of 64.

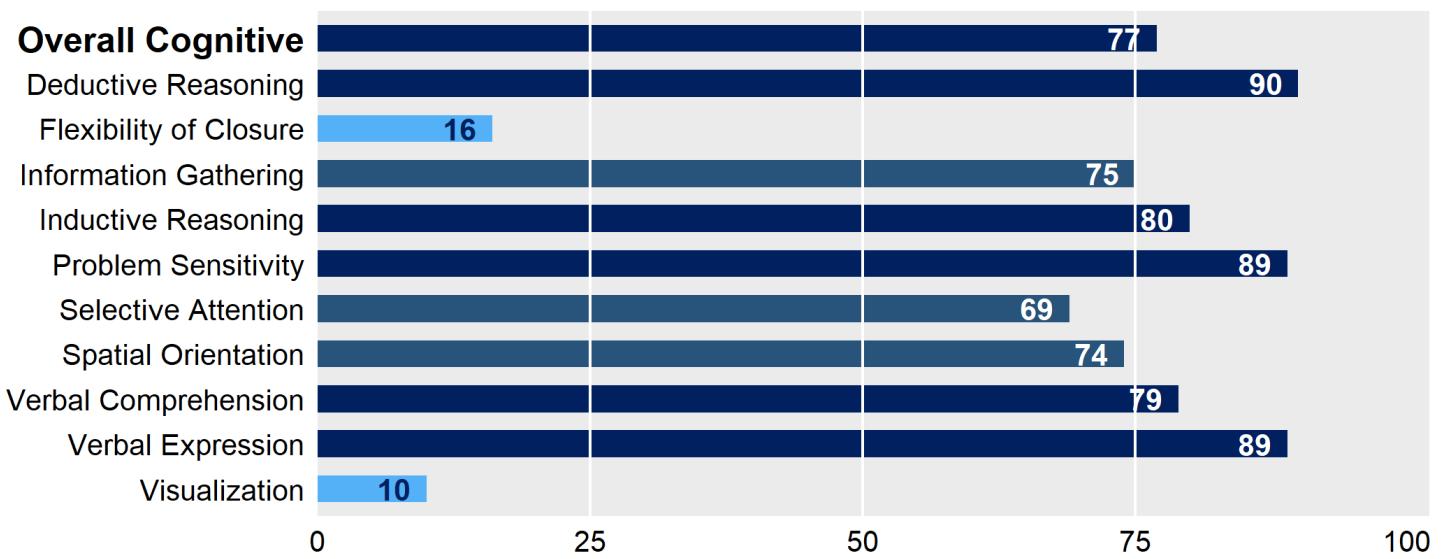
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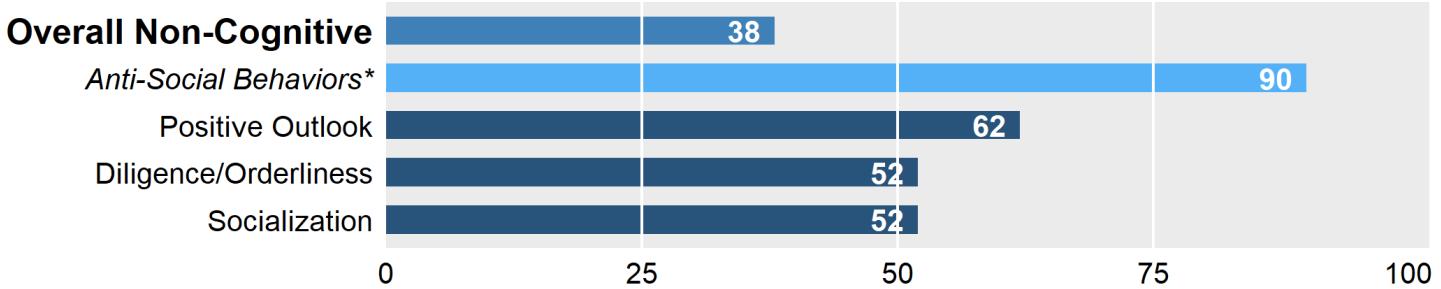
Final Score Percentile



Cognitive Subdimension Percentiles



Non-Cognitive Subdimension Percentiles



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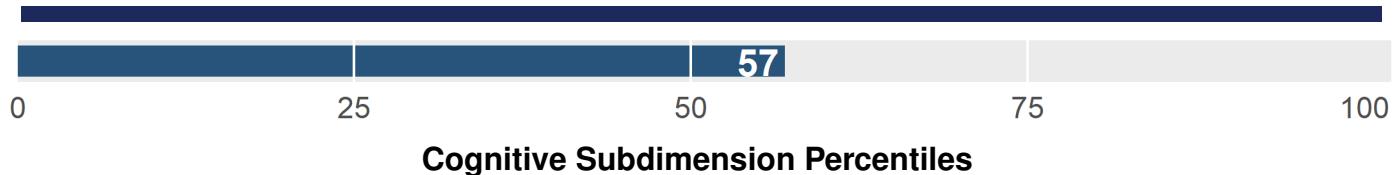
Halloway, Nick

ID: 2224 Score: 82.6059
Gender: Male Status: Pass
Race: White Exam: Form 2
Administration Date: December 10, 2018
Agency: Oak Springs, MN
Candidate Rank: 50 of 64.

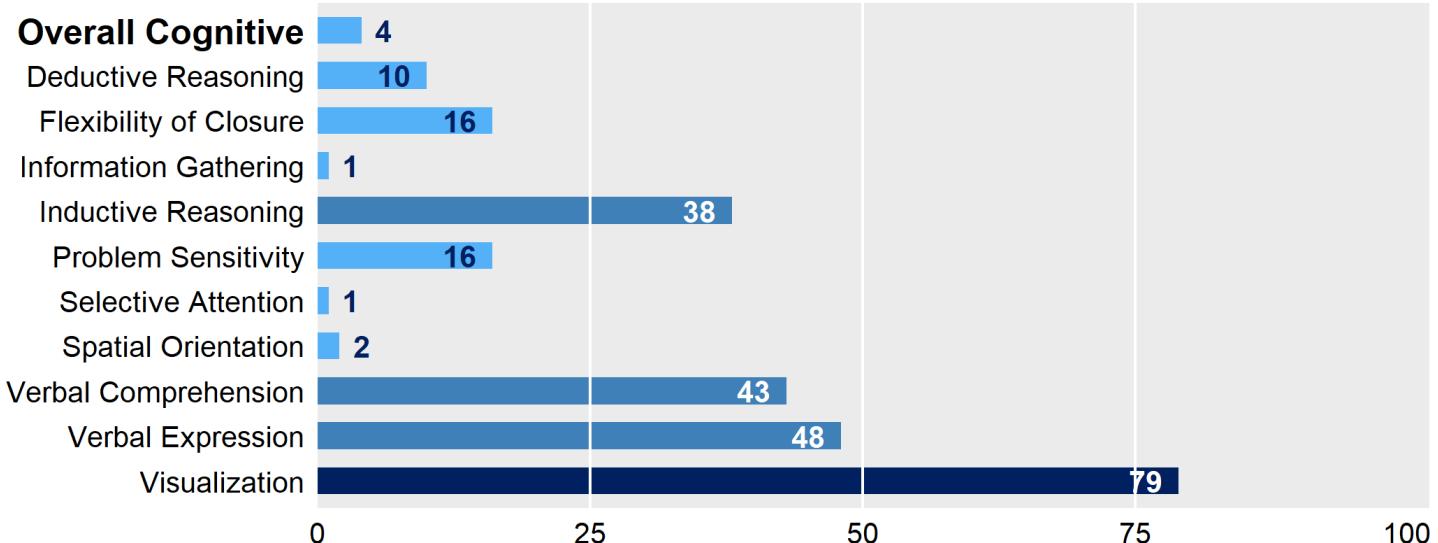
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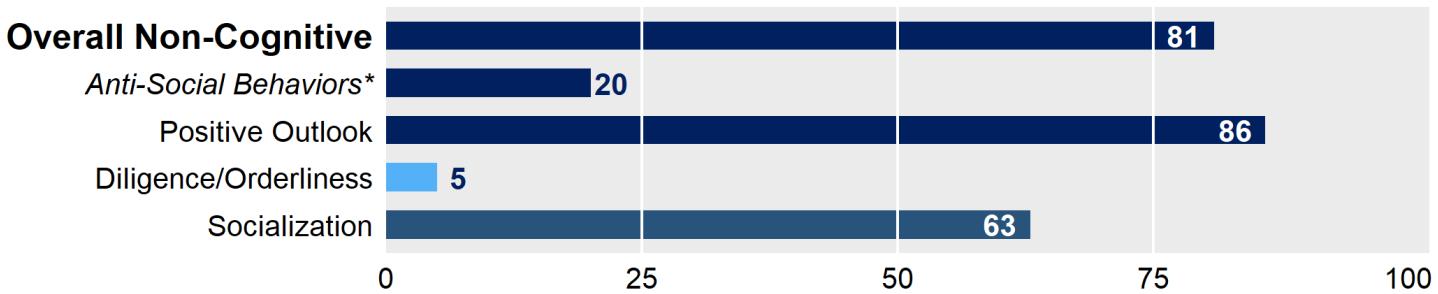
Final Score Percentile



Cognitive Subdimension Percentiles



Non-Cognitive Subdimension Percentiles



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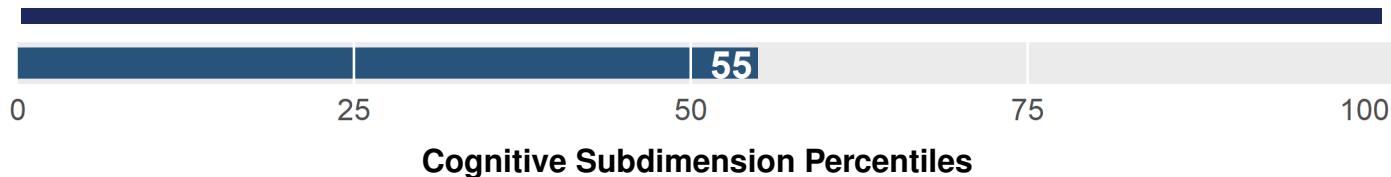
Dipiazza, Lee

ID: 5575 Score: 82.3067
Gender: Male Status: Pass
Race: White Exam: Form 2
Administration Date: December 10, 2018
Agency: Oak Springs, MN
Candidate Rank: 51 of 64.

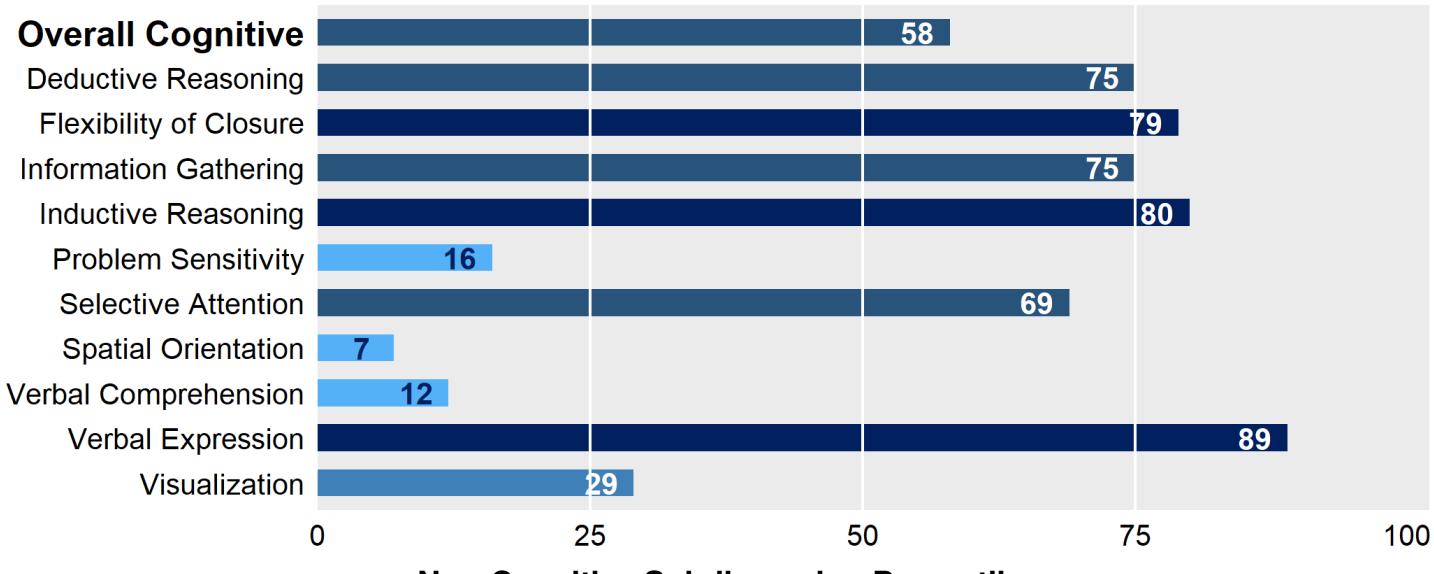
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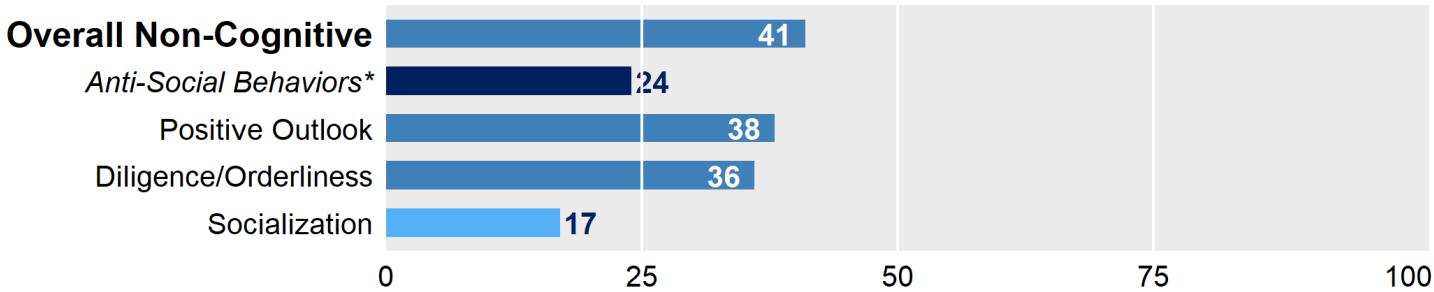
Final Score Percentile



Cognitive Subdimension Percentiles



Non-Cognitive Subdimension Percentiles



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FOR THE NATIONAL CRIMINAL JUSTICE OFFICER SELECTION INVENTORY

Woo, Samantha

ID: 2628 Score: 82.2169
Gender: Female Status: Pass
Race: Asian Exam: Form 2
Administration Date: December 10, 2018
Agency: Oak Springs, MN
Candidate Rank: 52 of 64.

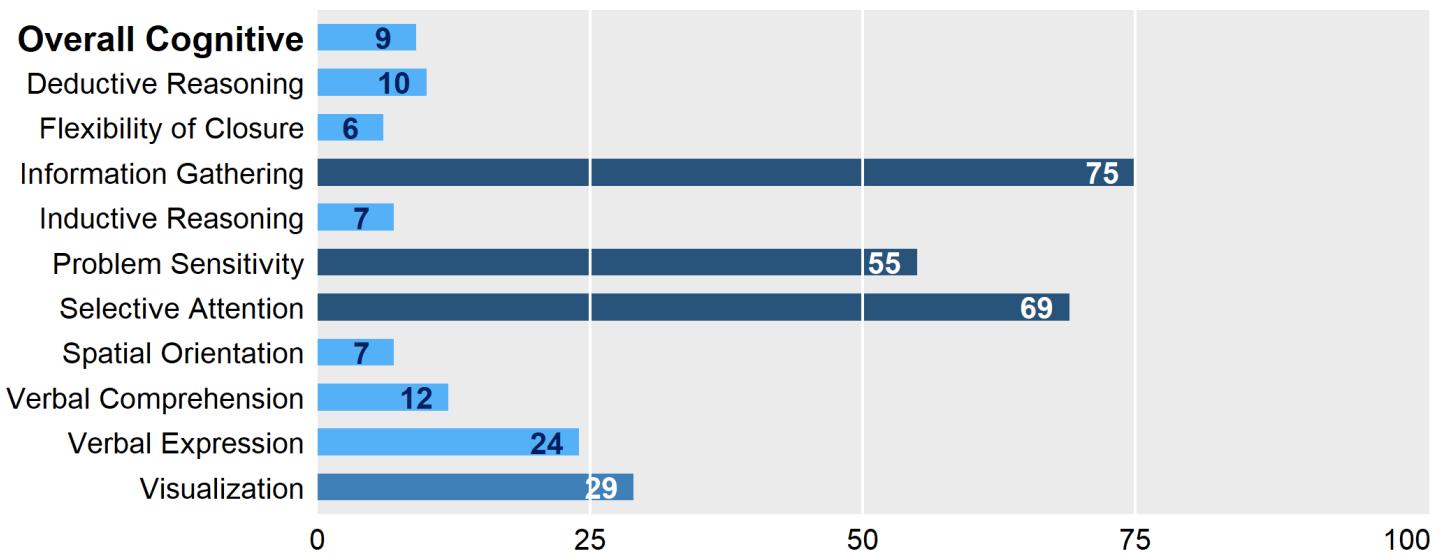
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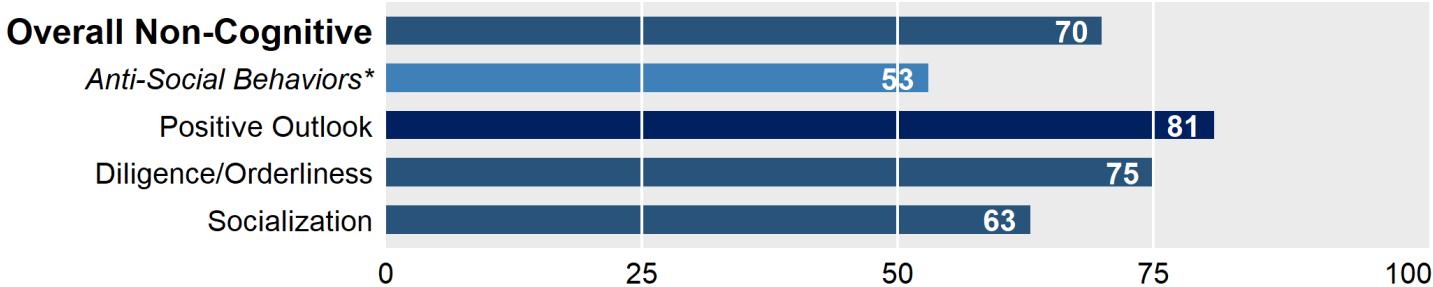
Final Score Percentile



Cognitive Subdimension Percentiles



Non-Cognitive Subdimension Percentiles



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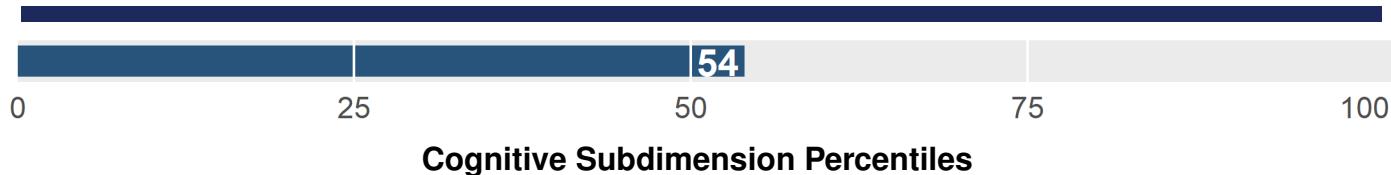
Teek, Victor

ID: 5191 Score: 82.0621
Gender: Male Status: Pass
Race: Asian Exam: Form 2
Administration Date: December 10, 2018
Agency: Oak Springs, MN
Candidate Rank: 53 of 64.

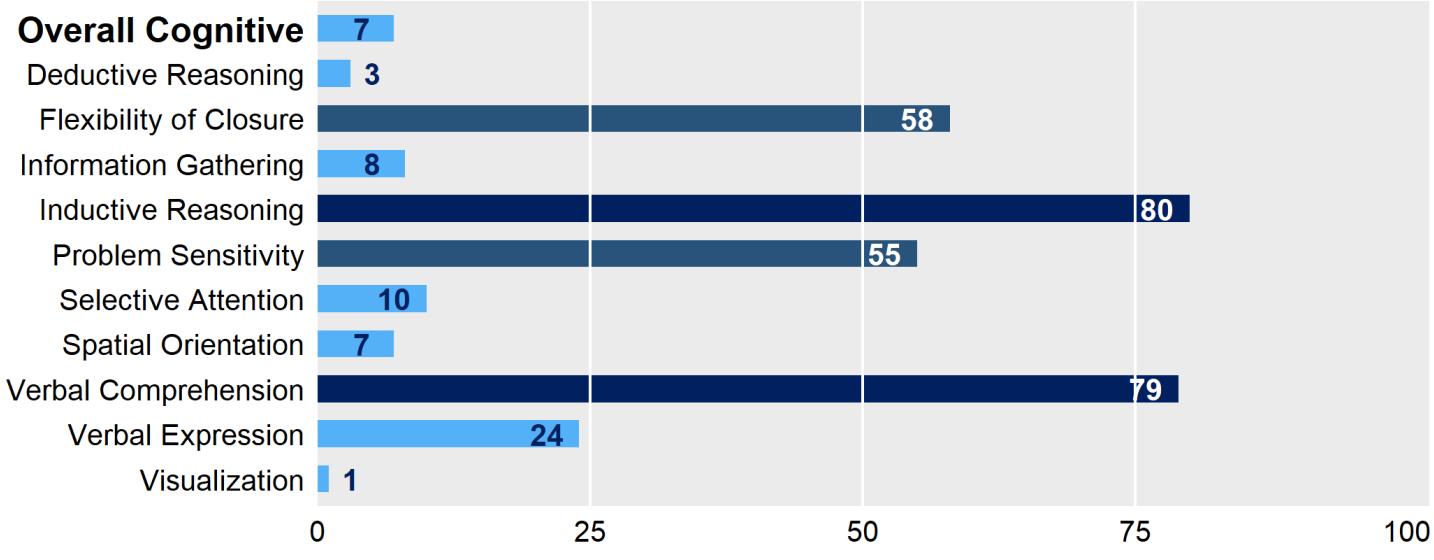
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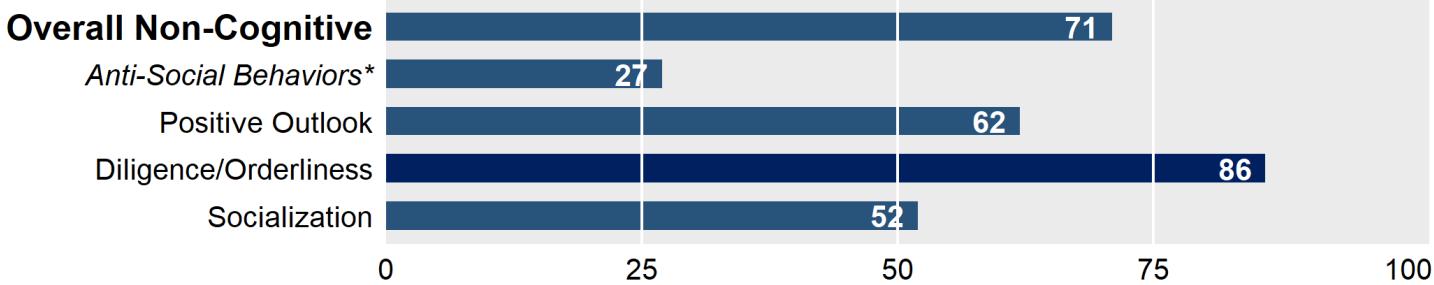
Final Score Percentile



Cognitive Subdimension Percentiles



Non-Cognitive Subdimension Percentiles



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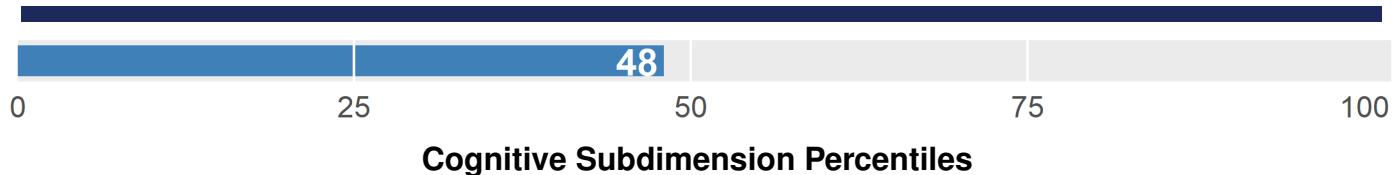
Dogan, Tyrone

ID: 1149 Score: 80.3372
Gender: Male Status: Pass
Race: Black Exam: Form 2
Administration Date: December 10, 2018
Agency: Oak Springs, MN
Candidate Rank: 54 of 64.

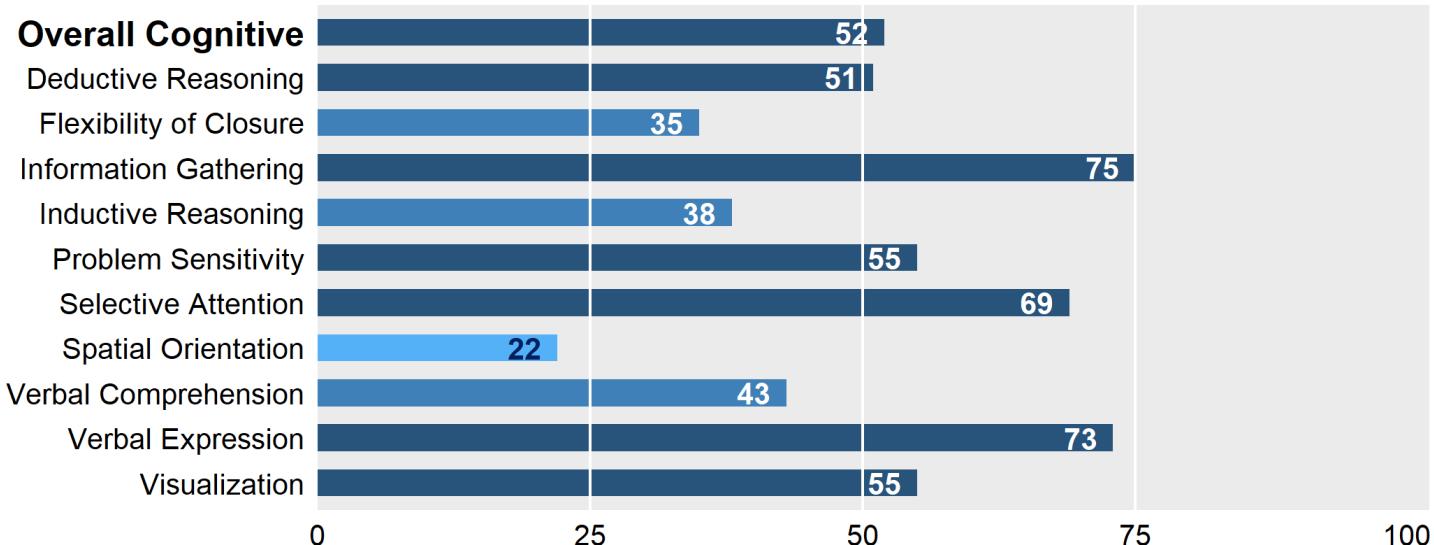
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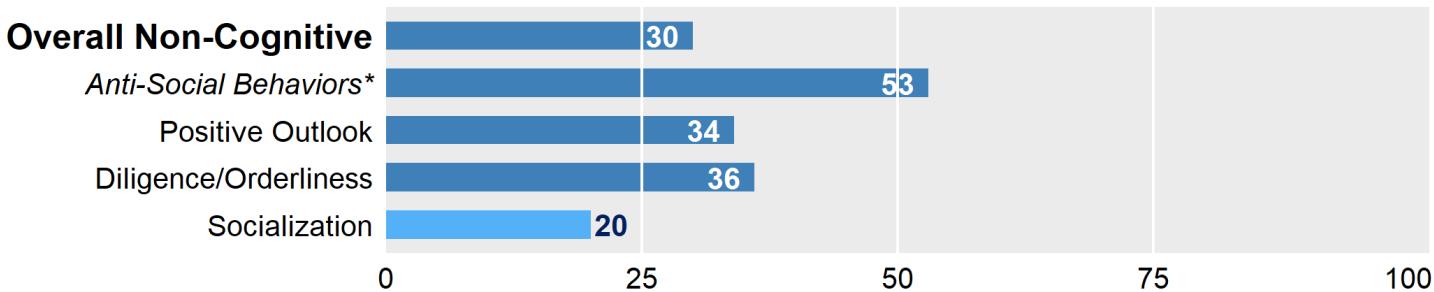
Final Score Percentile



Cognitive Subdimension Percentiles



Non-Cognitive Subdimension Percentiles



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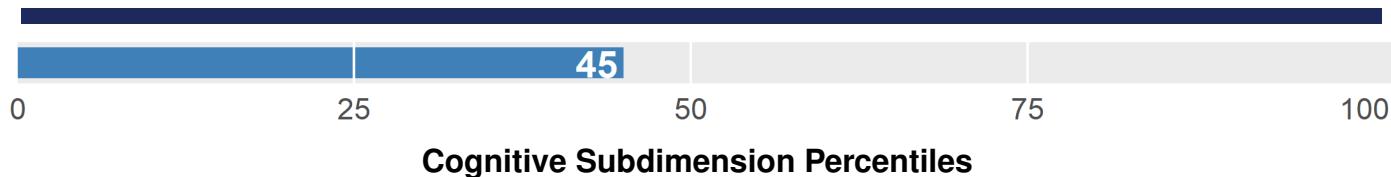
Fann, Kayleen

ID: 4288 Score: 79.8298
Gender: Female Status: Pass
Race: White Exam: Form 2
Administration Date: December 10, 2018
Agency: Oak Springs, MN
Candidate Rank: 55 of 64.

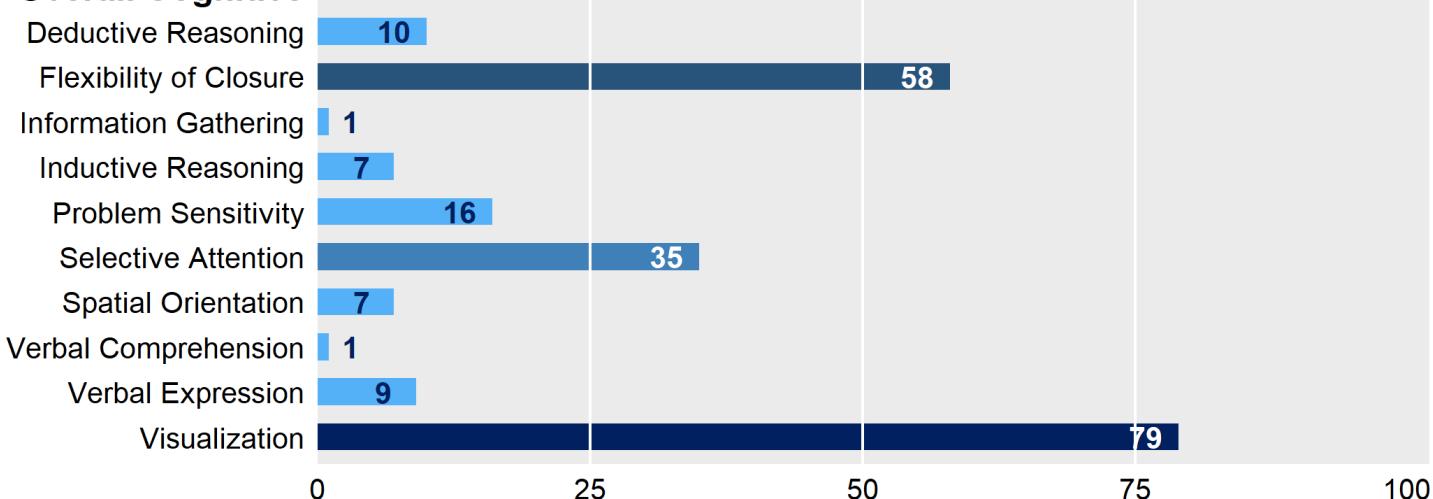
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Final Score Percentile

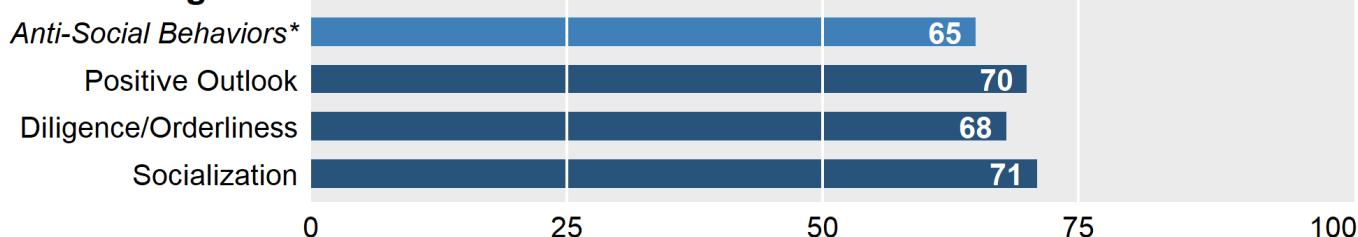


Overall Cognitive



Non-Cognitive Subdimension Percentiles

Overall Non-Cognitive



Note: Asterisk () signifies reversed scales.*



DEPARTMENTAL FEEDBACK REPORT

FOR THE NATIONAL CRIMINAL JUSTICE OFFICER SELECTION INVENTORY

Wiles, Rena

ID: 3977 **Score:** 79.1742
Gender: Female **Status:** Pass
Race: Black **Exam:** Form 2
Administration Date: December 10, 2018
Agency: Oak Springs, MN
Candidate Rank: 56 of 64.

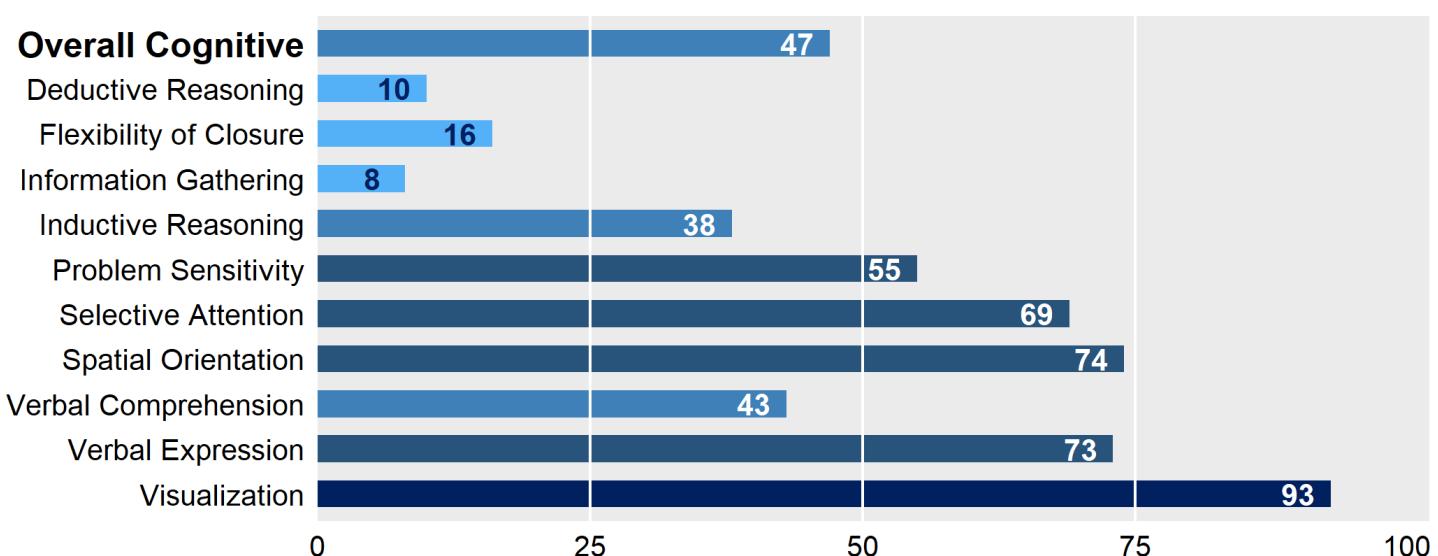
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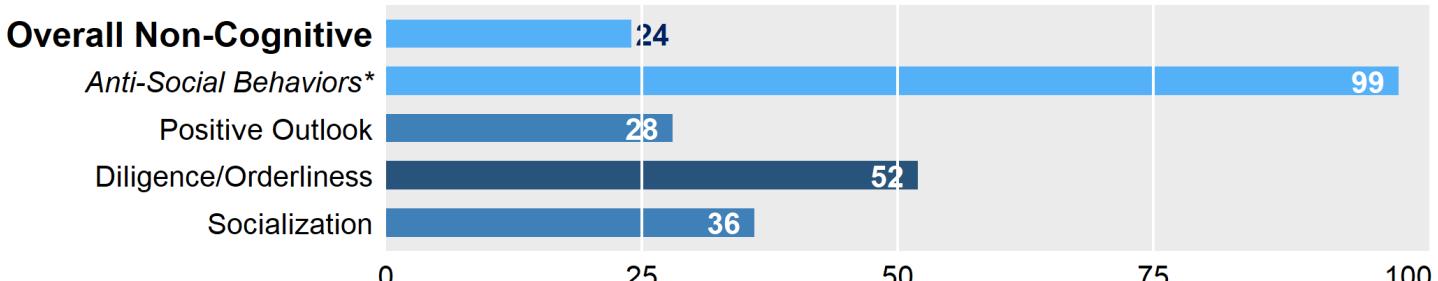
Final Score Percentile



Cognitive Subdimension Percentiles



Non-Cognitive Subdimension Percentiles



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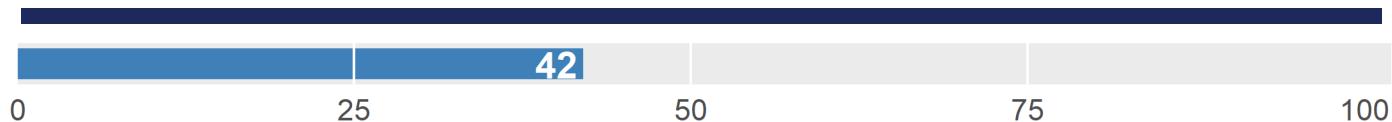
Esterline, Cecile

ID: 1467 Score: 79.0662
Gender: Female Status: Pass
Race: Black Exam: Form 2
Administration Date: December 10, 2018
Agency: Oak Springs, MN
Candidate Rank: 57 of 64.

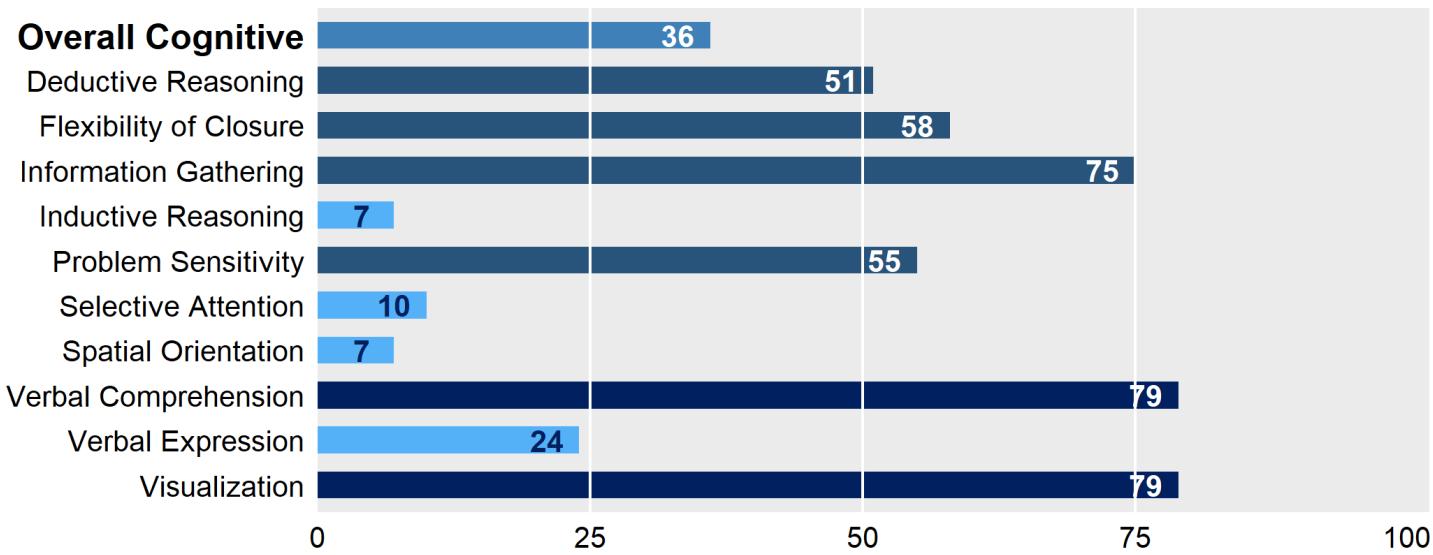
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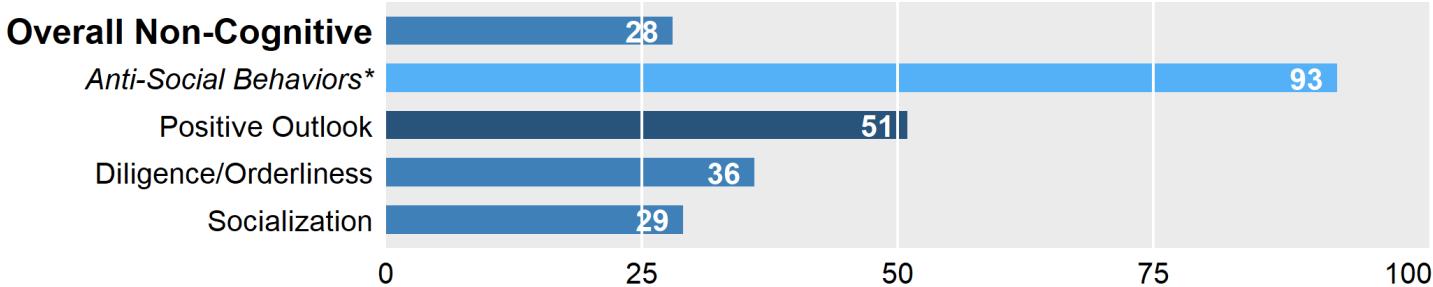
Final Score Percentile



Cognitive Subdimension Percentiles



Non-Cognitive Subdimension Percentiles



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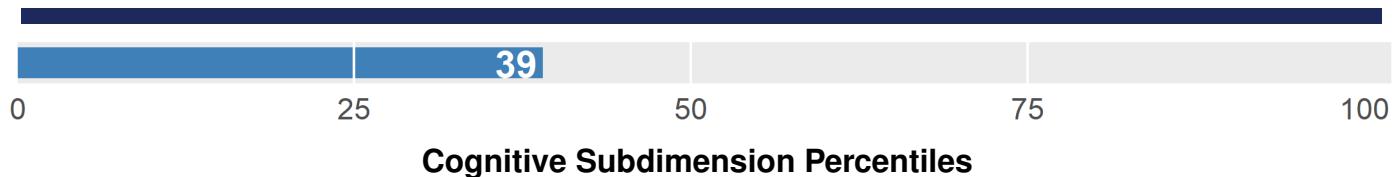
MacLaren, Pok

ID: 9620 Score: 78.3208
Gender: Female Status: Pass
Race: White Exam: Form 2
Administration Date: December 10, 2018
Agency: Oak Springs, MN
Candidate Rank: 58 of 64.

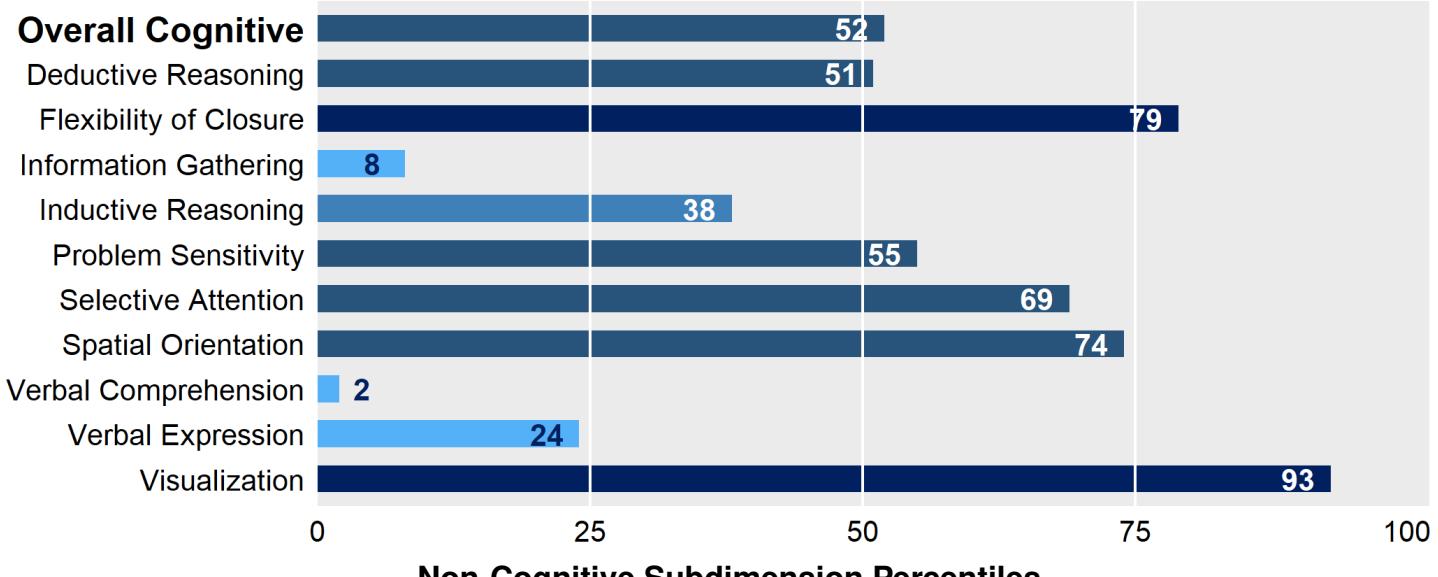
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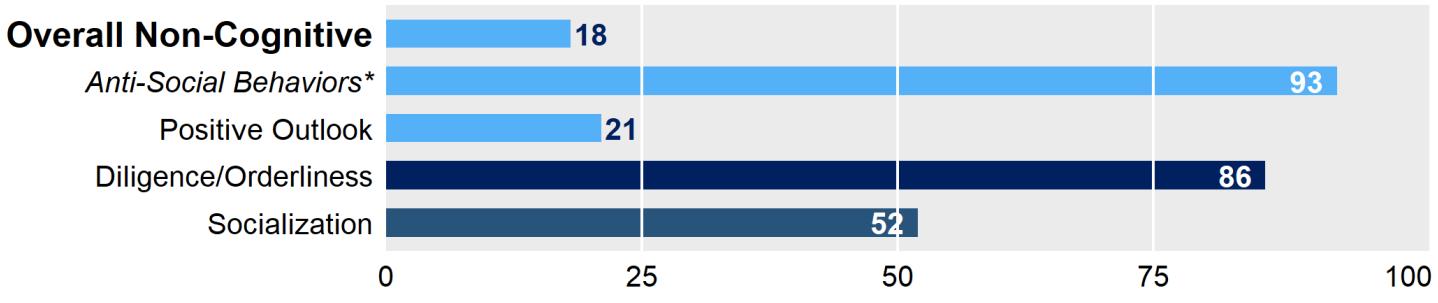
Final Score Percentile



Cognitive Subdimension Percentiles



Non-Cognitive Subdimension Percentiles



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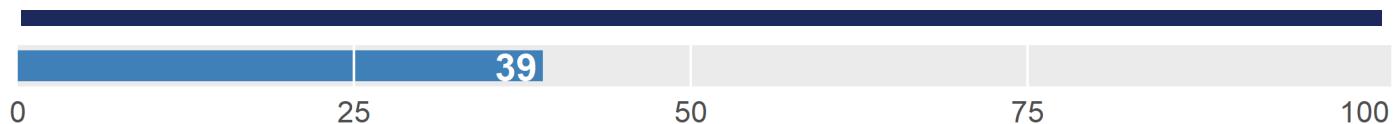
Satcher, Patrick

ID: 6465 Score: 78.2779
Gender: Male Status: Pass
Race: Asian Exam: Form 2
Administration Date: December 10, 2018
Agency: Oak Springs, MN
Candidate Rank: 59 of 64.

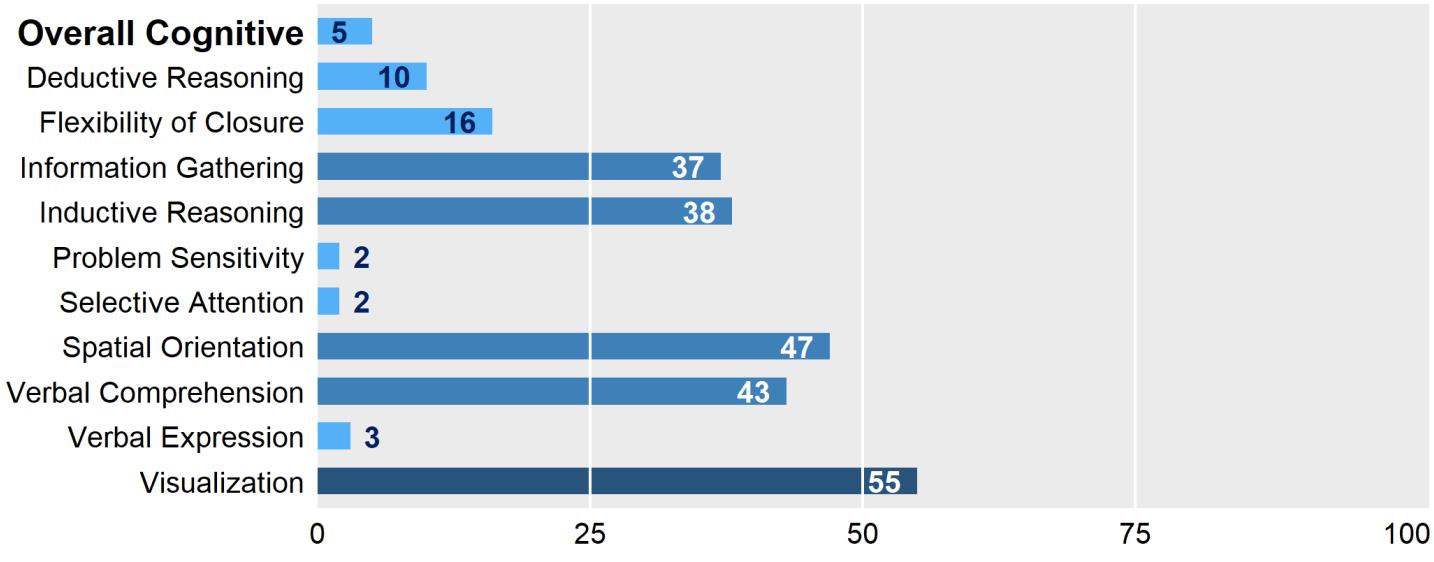
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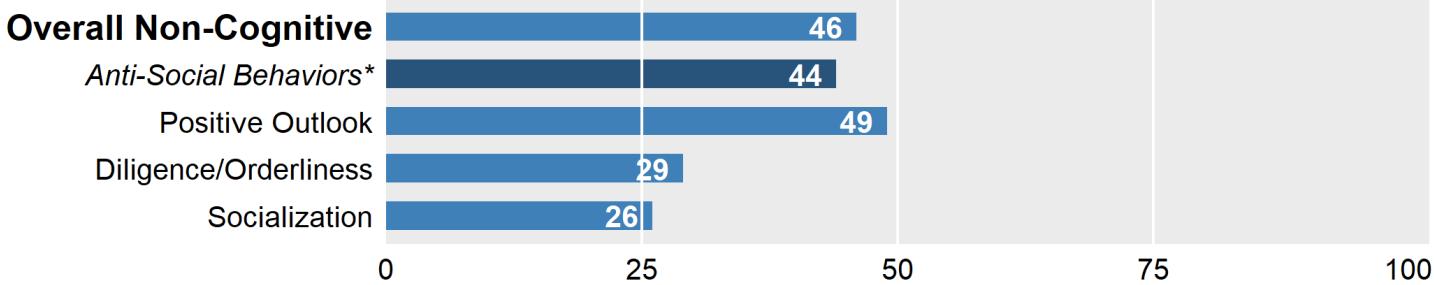
Final Score Percentile



Cognitive Subdimension Percentiles



Non-Cognitive Subdimension Percentiles



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DEPARTMENTAL FEEDBACK REPORT

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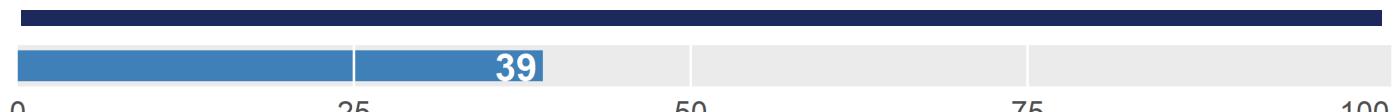
Solt, Elsy

ID: 5964 Score: 78.1231
Gender: Female Status: Pass
Race: Black Exam: Form 2
Administration Date: December 10, 2018
Agency: Oak Springs, MN
Candidate Rank: 60 of 64.

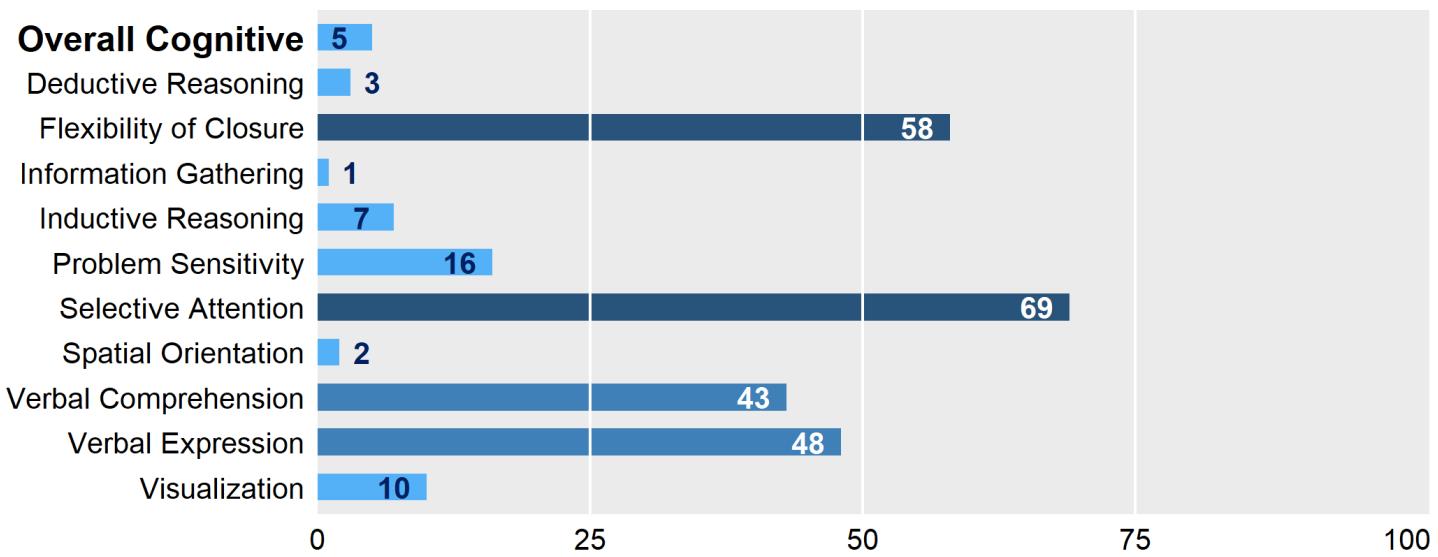
Using This Report

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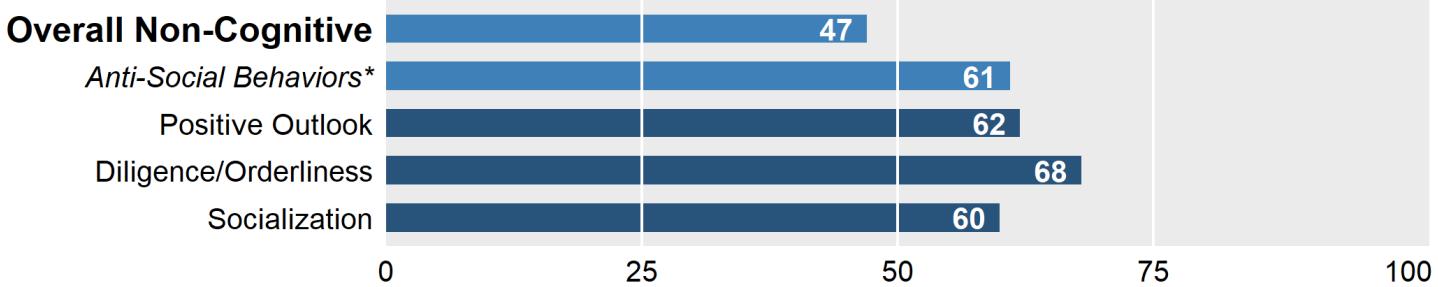
Final Score Percentile



Cognitive Subdimension Percentiles



Non-Cognitive Subdimension Percentiles



Note: Asterisk () signifies reversed scales.*



DEPARTMENTAL FEEDBACK REPORT

FOR THE NATIONAL CRIMINAL JUSTICE OFFICER SELECTION INVENTORY

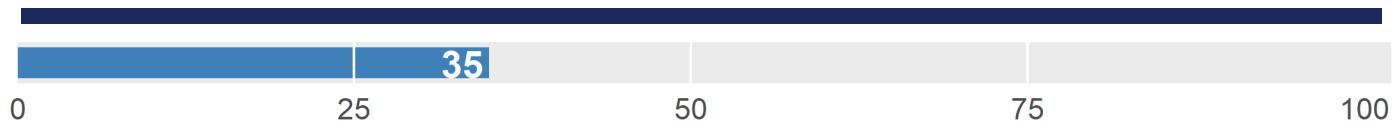
Hubbell, Tracy

ID: 6210 Score: 77.0967
Gender: Female Status: Pass
Race: Black Exam: Form 2
Administration Date: December 10, 2018
Agency: Oak Springs, MN
Candidate Rank: 61 of 64.

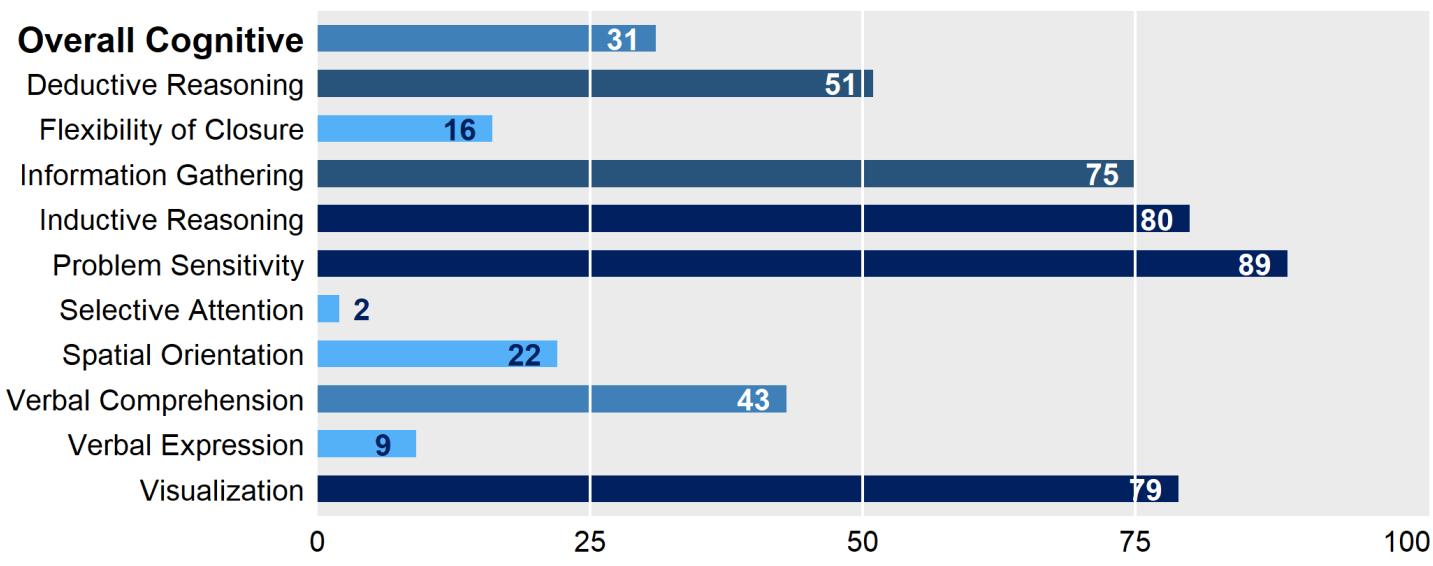
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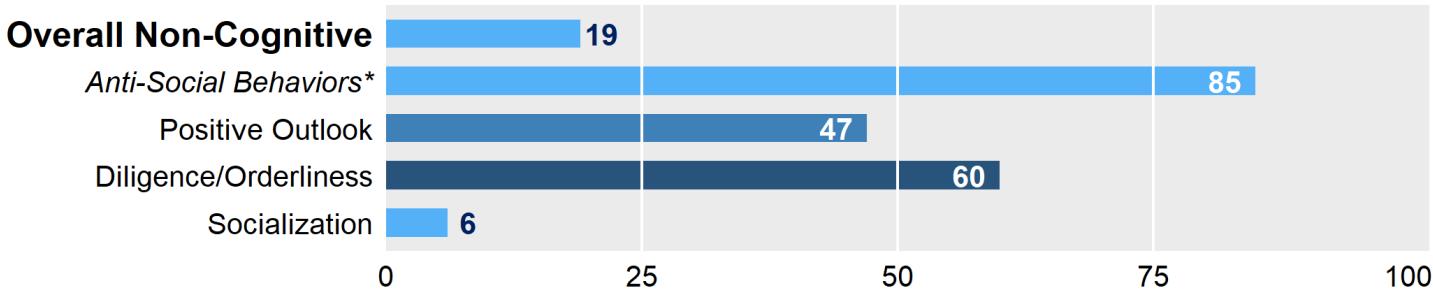
Final Score Percentile



Cognitive Subdimension Percentiles



Non-Cognitive Subdimension Percentiles



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DEPARTMENTAL FEEDBACK REPORT

FOR THE NATIONAL CRIMINAL JUSTICE OFFICER SELECTION INVENTORY

Bartkowiak, Lecia

ID: 0977 Score: 76.5386
Gender: Female Status: Pass
Race: White Exam: Form 2
Administration Date: December 10, 2018
Agency: Oak Springs, MN
Candidate Rank: 62 of 64.

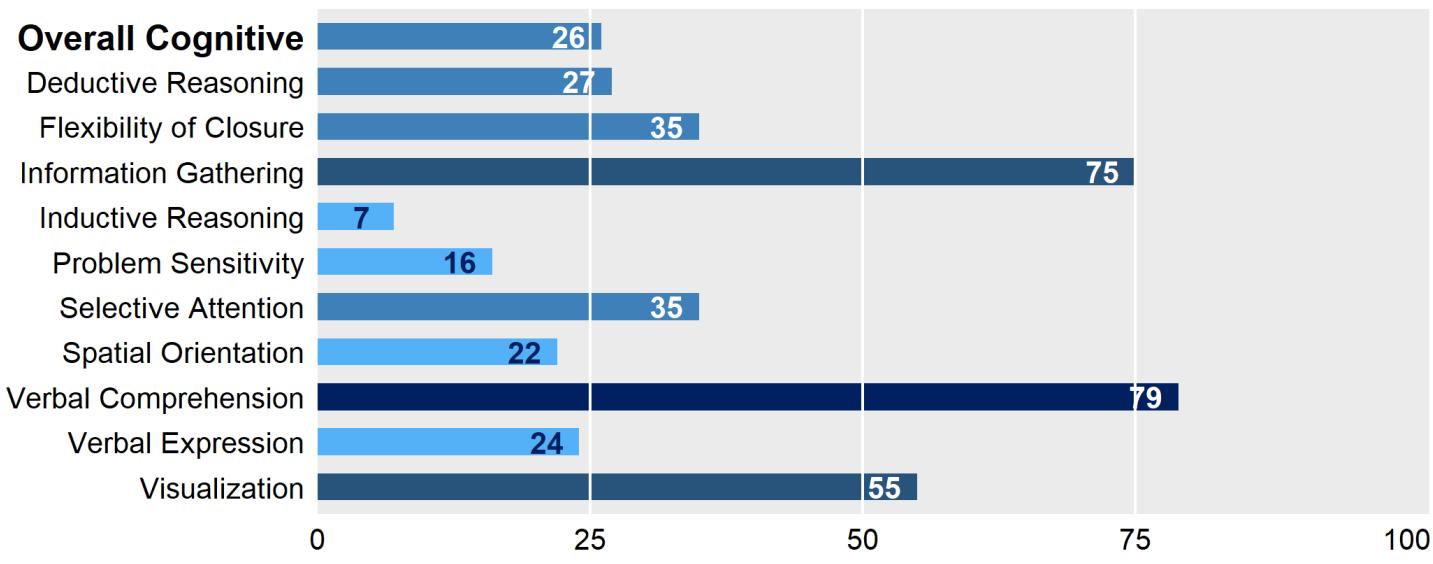
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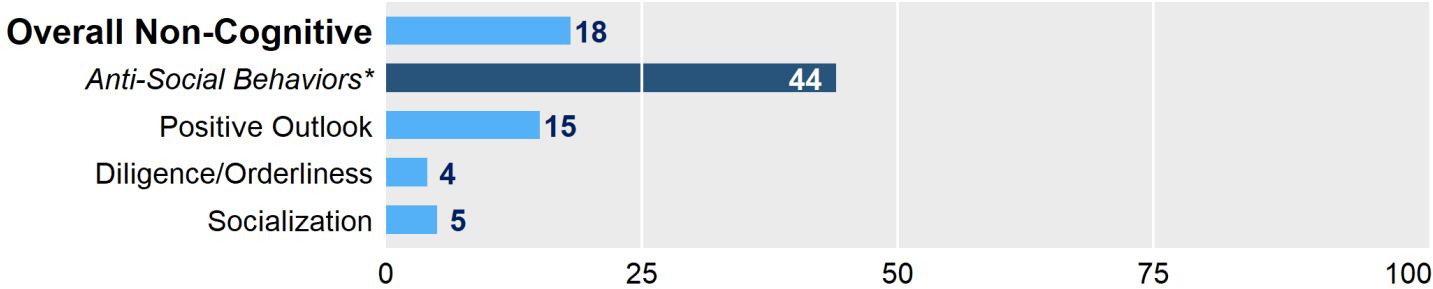
Final Score Percentile



Cognitive Subdimension Percentiles



Non-Cognitive Subdimension Percentiles



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DEPARTMENTAL FEEDBACK REPORT

FOR THE NATIONAL CRIMINAL JUSTICE OFFICER SELECTION INVENTORY

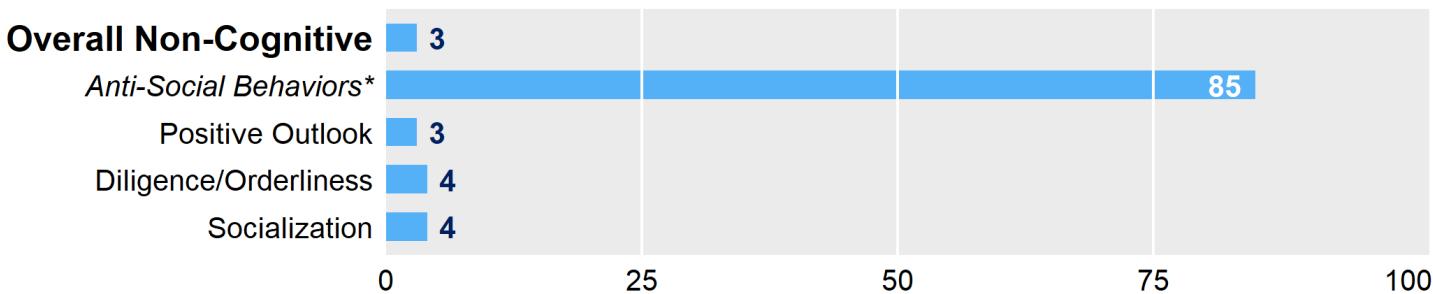
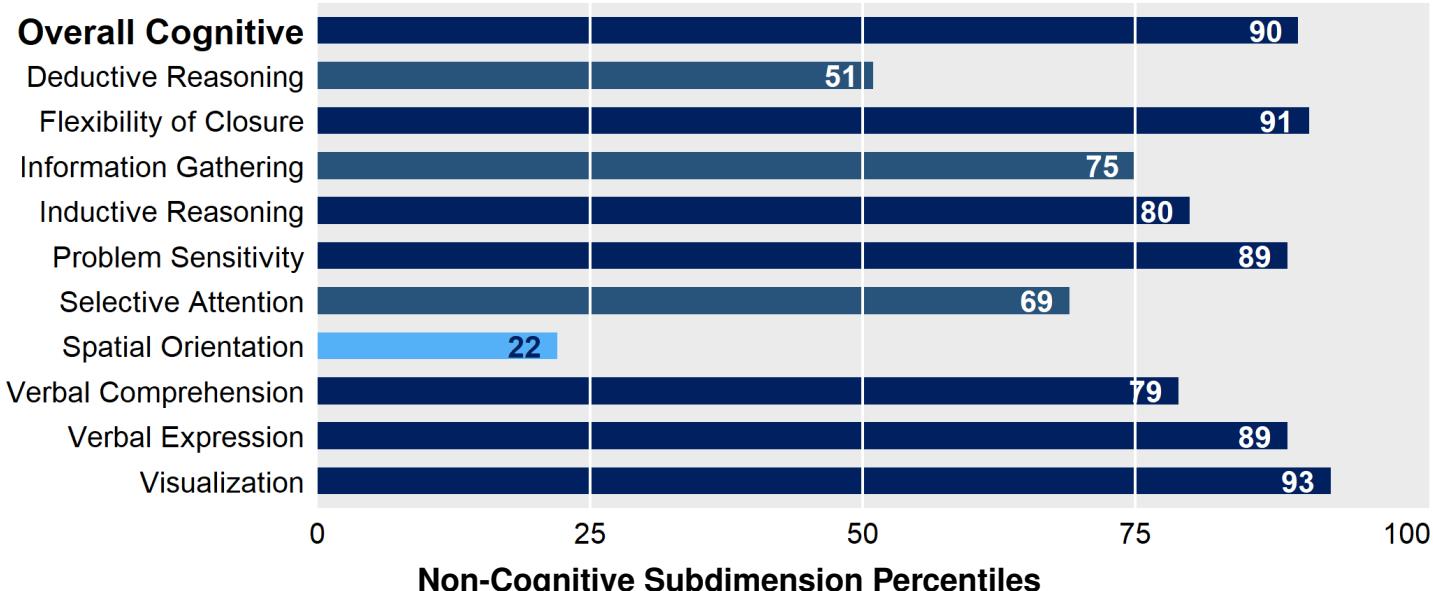
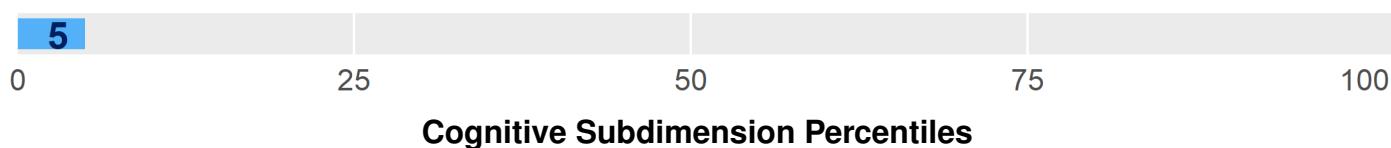
Blackwelder, Jerry

ID: 7153 Score: 63.6742
Gender: Male Status: Did Not Pass
Race: Black Exam: Form 2
Administration Date: December 10, 2018
Agency: Oak Springs, MN
Candidate Rank: 63 of 64.

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Final Score Percentile



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DEPARTMENTAL FEEDBACK REPORT

FOR THE NATIONAL CRIMINAL JUSTICE OFFICER SELECTION INVENTORY

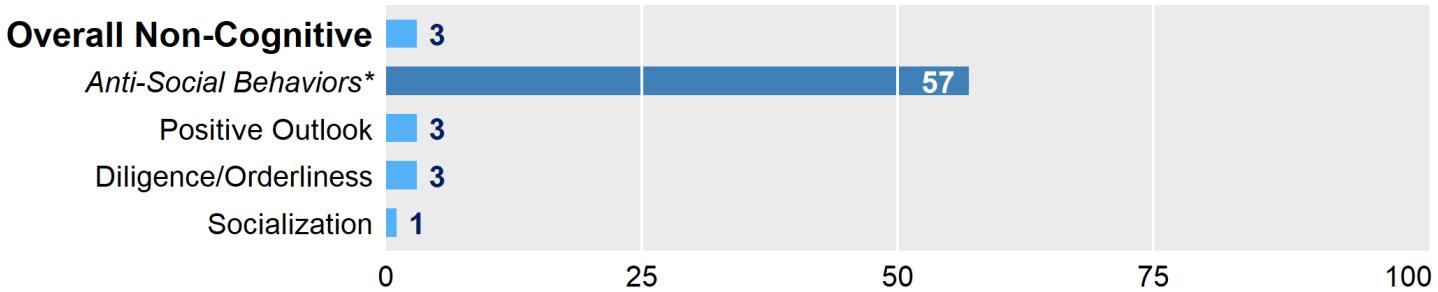
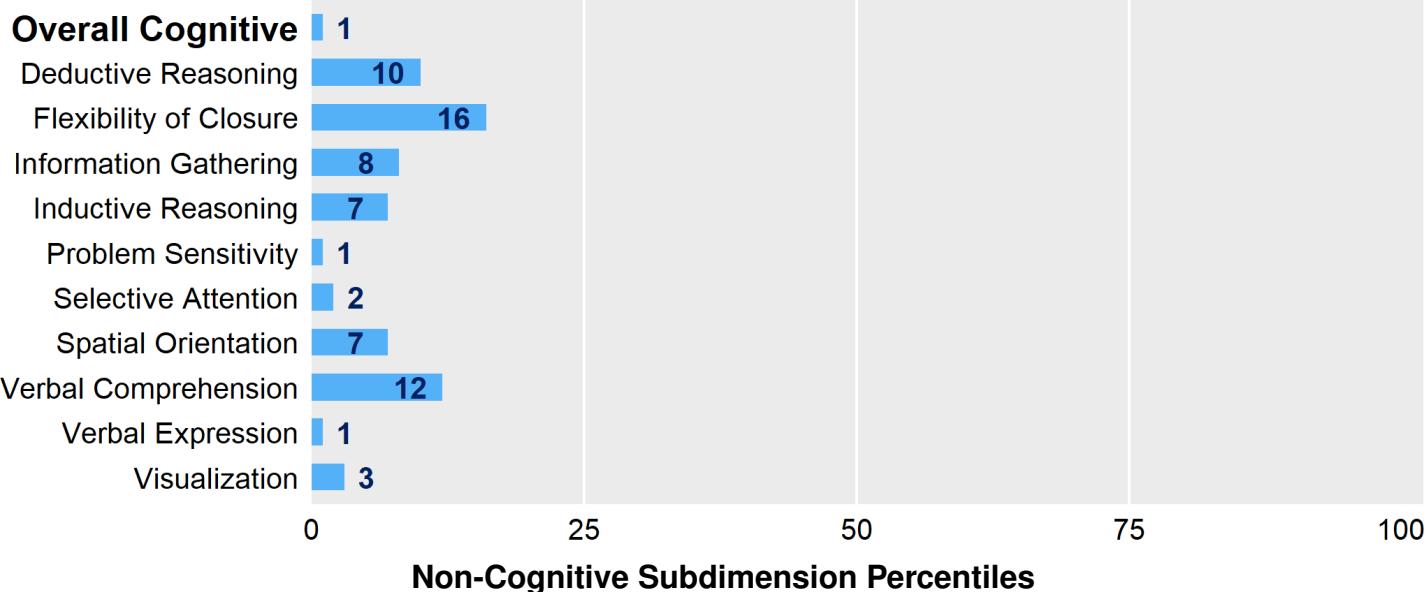
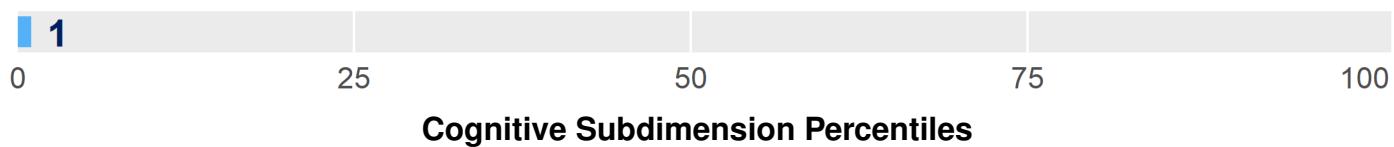
Chea, Elouise

ID: 6628 Score: 54.7169
Gender: Female Status: Did Not Pass
Race: White Exam: Form 2
Administration Date: December 10, 2018
Agency: Oak Springs, MN
Candidate Rank: 64 of 64.

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Final Score Percentile



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