

The following attachments are not included due to confidentiality.

Document Name	Date of Attachment
Polygraph Report	2/8/2022
Polygraph Report	2/1/2022
Arizona Peace Officer Standards and Training Board(AZ Post) Statement of Personal History and Application for Certification (2)	12/20/2021
Polygraph Report	10/6/2021
Polygraph Report	9/9/2021
Polygraph Report	9/9/2021
Polygraph Report	8/30/2021
Polygraph Reports (2)	8/24/2021
Personal History Questionnaire	8/23/2021
Polygraph Report	7/22/2021
Personal History Questionnaire	7/19/2021
Polygraph Report	7/1/2021
Personal History Questionnaire	6/15/2021
Polygraph Report	5/27/2021
Polygraph Reports (2)	4/27/2021
Personal History Questionnaire	4/27/2021
Polygraph Report	3/23/2021
Personal History Questionnaire	3/10/2021
Polygraph Reports (2)	1/27/2021
Polygraph Report	1/26/2021
Arizona Peace Officer Standards and Training Board(AZ Post) Statement of Personal History and Application for Certification (3)	1/19/2021
Polygraph Report	11/18/2020
Arizona Peace Officer Standards and Training Board(AZ Post) Statement of Personal History and Application for Certification	10/27/2020
Polygraph Report	9/10/2020
Polygraph Report	9/9/2020
Polygraph Report	9/3/2020
Polygraph Report	8/5/2020
Arizona Peace Officer Standards and Training Board(AZ Post) Statement of Personal History and Application for Certification	7/28/2020
Polygraph Reports (2)	6/22/2020
Polygraph Report	6/22/2020
Arizona Peace Officer Standards and Training Board(AZ Post) Statement of Personal History and Application for Certification (2)	6/16/2020
Polygraph Report	3/9/2020

Document Name	Date of Attachment
Polygraph Report	2/3/2020
Polygraph Report	2/1/2020
Polygraph Report	12/20/2019
Polygraph Report	12/19/2019
Arizona Peace Officer Standards and Training Board(AZ Post) Statement of Personal History and Application for Certification	12/5/2019
Arizona Peace Officer Standards and Training Board(AZ Post) Statement of Personal History and Application for Certification	11/25/2019
Polygraph Report	9/25/2019
Polygraph Report	9/20/2019
Arizona Peace Officer Standards and Training Board(AZ Post) Statement of Personal History and Application for Certification	9/16/2019
Arizona Peace Officer Standards and Training Board(AZ Post) Statement of Personal History and Application for Certification	9/13/2019
Polygraph Report	8/29/2019
Polygraph Report	8/5/2019
Polygraph Report	6/28/2019
Arizona Peace Officer Standards and Training Board(AZ Post) Statement of Personal History and Application for Certification	6/27/2019
Polygraph Report	5/31/2019
Polygraph Report	5/28/2019
Arizona Peace Officer Standards and Training Board(AZ Post) Statement of Personal History and Application for Certification	5/23/2019
Arizona Peace Officer Standards and Training Board(AZ Post) Statement of Personal History and Application for Certification	5/21/2019
Polygraph Report	2/19/2019
Polygraph Report	2/12/2019
Arizona Peace Officer Standards and Training Board(AZ Post) Statement of Personal History and Application for Certification	2/4/2019
Arizona Peace Officer Standards and Training Board(AZ Post) Statement of Personal History and Application for Certification	12/18/2018
Arizona Peace Officer Standards and Training Board(AZ Post) Statement of Personal History and Application for Certification	11/27/2018
Polygraph Report	8/24/2018
Arizona Peace Officer Standards and Training Board(AZ Post) Statement of Personal History and Application for Certification	8/14/2018
Polygraph Report	8/5/2018
Arizona Peace Officer Standards and Training Board(AZ Post) Statement of Personal History and Application for Certification	8/1/2018
Polygraph Report	7/25/2018

Document Name	Date of Attachment
Polygraph Report	7/7/2018
Polygraph Report	5/20/2018
Arizona Peace Officer Standards and Training Board(AZ Post) Statement of Personal History and Application for Certification	5/1/2018
Polygraph Report	4/27/2018
Arizona Peace Officer Standards and Training Board(AZ Post) Statement of Personal History and Application for Certification	4/16/2018
Arizona Peace Officer Standards and Training Board(AZ Post) Statement of Personal History and Application for Certification	4/11/2018
Polygraph Report	3/27/2018
Polygraph Report	3/7/2018
Polygraph Report	12/13/2017
Arizona Peace Officer Standards and Training Board(AZ Post) Statement of Personal History and Application for Certification	12/7/2017
Polygraph Report	11/15/2017
Arizona Peace Officer Standards and Training Board(AZ Post) Statement of Personal History and Application for Certification	10/25/2017
Arizona Peace Officer Standards and Training Board(AZ Post) Statement of Personal History and Application for Certification	10/1/2017
Polygraph Report	9/27/2017
Polygraph Report	8/8/2017
Polygraph Report	7/10/2017
Arizona Peace Officer Standards and Training Board(AZ Post) Statement of Personal History and Application for Certification	7/7/2017
Polygraph Report	3/3/2017
Arizona Peace Officer Standards and Training Board(AZ Post) Statement of Personal History and Application for Certification	3/2/2017
Polygraph Reports (2)	12/30/2016
Polygraph Report	12/21/2016
Polygraph Report	12/13/2016
Polygraph Report	12/13/2016
Polygraph Reports (2)	12/10/2016
Polygraph Report	7/20/2016
Polygraph Report	1/11/2016
Arizona Peace Officer Standards and Training Board(AZ Post) Statement of Personal History and Application for Certification	11/19/2015
Polygraph Report	11/16/2015
Arizona Peace Officer Standards and Training Board(AZ Post) Statement of Personal History and Application for Certification	11/3/2015
Polygraph Report	10/15/2015

Document Name	Date of Attachment
Polygraph Report	10/6/2015
Email with Attorney	10/6/2015
Application	10/2/2015
Polygraph Report	9/23/2015
Polygraph Report	9/18/2015
Arizona Peace Officer Standards and Training Board(AZ Post) Statement of Personal History and Application for Certification (2)	9/15/2015
Polygraph Report	8/6/2015
Polygraph Report	8/4/2015
Polygraph Report	7/31/2015
Arizona Peace Officer Standards and Training Board(AZ Post) Statement of Personal History and Application for Certification	7/30/2015
Polygraph Report	7/27/2015
Arizona Peace Officer Standards and Training Board(AZ Post) Statement of Personal History and Application for Certification	7/20/2015
Polygraph Report	7/20/2015
IA Report	7/8/2015
Polygraph Report	7/8/2015
IA Summary	7/2/2015
Arizona Peace Officer Standards and Training Board(AZ Post) Statement of Personal History and Application for Certification	7/2/2015
Arizona Peace Officer Standards and Training Board(AZ Post) Statement of Personal History and Application for Certification	6/25/2015
Polygraph Reports (2)	2/19/2015
Polygraph Report	7/9/2014

The following forms are attachments that are used several times in the emails.



Arizona Peace Officer Standards and Training Board



MEDICAL EXAMINATION REPORT

INSTRUCTIONS TO THE EXAMINING PHYSICIAN: The person being examined is an applicant for the position of peace officer within the State of Arizona. Peace officers are required to perform a variety of strenuous and difficult job functions, including those described in the job description for Arizona entry level peace officer available from the Agency where application is being made. The purpose of this examination is to determine if the applicant is able to safely perform these essential job functions. Applicants may be required to attend a police academy where both physical and mental stresses are encountered. Please use the "Medical History Form" provided by the applicant in conjunction with the medical examination as a basis for completing this report. Minimum medical guidelines for Arizona peace officers are specified in Arizona Administrative Code R13-4-107 and in the AZ POST Medical Screening Manual.

PART I. APPLICANT'S INFORMATION (Please type or print)

1. NAME (Last, First, Middle): _____ 2. BIRTH DATE (month, day, year): _____
 3. Social Security Number: _____ 4. Weight (without coat or shoes): _____ 5. Height (without shoes): _____
 6. Sex: Male: _____ Female: _____ 7. Hiring Agency: _____

PART II. VISION AND HEARING

8. VISUAL ACUITY <u>DISTANCE</u> Uncorrected: R20/ _____ L20/ _____ B20/ _____ Corrected: R20/ _____ L20/ _____ B20/ _____ <u>NEAR VISION</u> Uncorrected: R20/ _____ L20/ _____ B20/ _____ Corrected: R20/ _____ L20/ _____ B20/ _____	9. HORIZONTAL FIELD OF VISION Right: _____ Left: _____ Both: _____ Check if Present: Scatoma: _____ Quadrantonopia (large blind spot): _____	10. COLOR PERCEPTION <u>(NOTE ANY DEFICIENCIES)</u> Red: _____ Green: _____ Yellow: _____ Color Plates: _____ _____ No Deficiency Noted _____ Partial Deficiency Noted																								
11. CORRECTION None: _____ Spectacles: _____ Hard Contact Lenses: _____ Soft Contact Lenses: _____ Required if uncorrected vision is 20/80 or more.	12. HEARING: (Audiometer must be used) <table style="width: 100%; text-align: center;"> <tr> <td></td> <td>500HZ</td> <td>1000HZ</td> <td>2000HZ</td> <td>3000HZ</td> <td>4000HZ</td> <td>6000HZ</td> <td>8000HZ</td> </tr> <tr> <td>dB L</td> <td>_____</td> <td>_____</td> <td>_____</td> <td>_____</td> <td>_____</td> <td>_____</td> <td>_____</td> </tr> <tr> <td>dB R</td> <td>_____</td> <td>_____</td> <td>_____</td> <td>_____</td> <td>_____</td> <td>_____</td> <td>_____</td> </tr> </table> Hearing aid used? _____ Note any abnormalities in Comments - Section VII			500HZ	1000HZ	2000HZ	3000HZ	4000HZ	6000HZ	8000HZ	dB L	_____	_____	_____	_____	_____	_____	_____	dB R	_____	_____	_____	_____	_____	_____	_____
	500HZ	1000HZ	2000HZ	3000HZ	4000HZ	6000HZ	8000HZ																			
dB L	_____	_____	_____	_____	_____	_____	_____																			
dB R	_____	_____	_____	_____	_____	_____	_____																			

PART III. CONTAGIOUS DISEASES

13. Does the applicant have contagious hepatitis? YES _____ NO _____ 14. Does the applicant have contagious tuberculosis? YES _____ NO _____

PART IV. CONDITIONS IN AZ POST MEDICAL CATEGORY II

15. Based upon your examination and review of the applicant's Medical History Questionnaire, please check any of the listed conditions that apply:

Angina pectoris	Diabetes, insulin, dependent or ketosis-prone	Paralysis	Substance abuse
Asthma		Pilonidal cyst	
Cancer - metastatic or leukemia	Fixation of major joint	Prosthetic device, e.g. limbs, hearing aid, colostomy	Valvular heart disease (uncorrected)
Cardiac arrhythmias or murmurs	Herniated lumbar disc	Recurrent dislocation of major joint	Wasting disease, chronic, e.g. multiple sclerosis, myasthenia gravis, amyotrophic lateral sclerosis
Cerebral vascular accident	Hypertension, uncontrolled	Schizophrenia, manic depressive, psychosis	
Chest pains of unknown origin	Inguinal hernia		
Chronic respiratory disease	Liver or renal dysfunction	Scoliosis greater than fifteen (15) degrees	Any other physical or mental conditions that may interfere with the applicant's ability to effectively function as a peace officer on a continuing basis or may create a reasonable probability of substantial harm to the applicant or others.
Contagious disease not covered in Part III	Migraine headache	Seizure disorders	
	Myocardial infarction history		
	Neurosis		

PART V. ADDITIONAL INFORMATION

16. **MEDICAL CONDITIONS:** (From Sections III and IV)
Please describe, in layman's terms, the common characteristics of any condition(s) checked on the reverse side of this form.

17. **SYMPTOMS:** Please describe the specific symptoms of the condition(s) checked on the reverse side.

18. **EFFECTS OF SYMPTOMS:** Please indicate how the symptoms in #17 affect the applicant's ability to perform the duties of a peace officer.

19. **TREATMENT:** Please describe the type and duration of any treatment indicated.

20. **PROGRESSIVE NATURE OF CONDITION(S):** Are any of the condition(s) stated in #16 progressive in nature?

YES _____ NO _____

PART VI. CERTIFICATION: Important - Physician Please Read Carefully (Physician's Assistant certification not accepted)

21. I certify that I have examined the applicant whose name appears on the reverse of this form and that I am a licensed physician in the United States of America. I further certify that based upon the applicant's history (which I have reviewed) and my physical examination, the applicant:

- a. is capable of performing the duties of a peace officer without accommodations.
- b. is capable of performing the duties of a peace officer with the following accommodations. (list in comments section below)
- c. has a condition which requires further evaluation by a specialist in the field of: _____
- d. is not capable of performing the duties of a peace officer.

PHYSICIAN'S NAME AND ADDRESS (type or print):

PHYSICIAN'S SIGNATURE: _____

Date: _____

AZ POST Certificate No: _____

Medical Occupational Specialist:

PART VII. COMMENTS

PART VIII. MEDICAL INFORMATION RELEASE (To Be Completed By Applicant)

I hereby authorize the examining physician whose signature appears on this form to release all information concerning my medical condition and history to the listed hiring agency and Arizona POST, its staff, or designated representatives. I also certify that I have provided the examining physician with full, complete and accurate medical history.

Print Applicant Name: _____

Applicant Signature: _____

Date: _____



Arizona Peace Officer Standards and Training Board



MEDICAL HISTORY QUESTIONNAIRE

TO THE APPLICANT: Peace officers are required to perform a variety of strenuous and difficult job functions, including those described in the job description for entry level Arizona peace officer. A medical examination, including this form, is required by the Arizona Peace Officer Standards And Training Board prior to appointment as a peace officer. This is to ensure that each applicant is able to safely perform these essential job functions with or without reasonable accommodations. Complete this form prior to your scheduled physical examination as directed by the hiring agency.

NAME: _____
First Middle Last

ADDRESS: _____
Numbers and Street Name City State Zip Code

DATE OF BIRTH: _____ **AGE:** _____ **CURRENT OCCUPATION:** _____
Month/Day/Year

HIRING AGENCY: _____

SECTION A. Have you ever or do you now have any of the following? For "YES" answers, list the question number and supply full details on page 3, the continuation sheet of this form. If the condition required hospitalization, check the corresponding box marked under the title "HOSPITAL".

CONDITION	YES	NO	HOSPITAL	CONDITION	YES	NO	HOSPITAL
1. Head injury	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	21. Skin trouble	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
2. Back trouble or back pain	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	22. Any complications from childhood diseases	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
3. Any defects of bones or joints (including amputations, broken bones or dislocations)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	23. Sensitivity to dust	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
4. Pernicious anemia or leukemia	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	24. Other allergies	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
5. Rheumatism or arthritis	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	25. Cancer or malignancy	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
6. Trick or locked knee/knee injury	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	26. Tumor, growth or cyst	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
7. Foot trouble or lameness	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	27. Polio	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
8. Eye injury, surgery, or disease	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	28. Rheumatic fever	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
9. Have you ever worn glasses/contact lens	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	29. Heart trouble (including circulatory problems)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
10. Hard of hearing or hearing problems	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	30. High or low blood pressure	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
11. Headaches	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	31. Varicose veins	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
12. Mental illness or nervous disorder	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	32. Diabetes or sugar in urine	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
13. Addiction to drugs or alcohol	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	33. Colitis	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
14. Fainting, dizzy spells, or epilepsy	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	34. Gall bladder trouble	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
15. Hepatitis, jaundice, or liver ailment	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	35. Kidney or bladder trouble	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
16. Disorder of the nervous system	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	36. Hemorrhoids or piles	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
17. Tuberculosis or lung disease	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	37. Rupture or hernia	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
18. Shortness of breath, asthma or bronchitis.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	38. Mononucleosis	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
19. Any type of blood disorder	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	39. Any contagious disease	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
20. Any sleeping problems.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	40. Any immune system disorder	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Print Applicant Name:

SECTION A. Continued - Answer the following questions. For "YES" answers, list the question number and supply full details on page 3, the continuation sheet of this form.

QUESTION	YES	NO
41. Have you ever had or been advised to have an operation?	<input type="checkbox"/>	<input type="checkbox"/>
42. Have you ever been a patient (committed or voluntary) in a mental hospital?	<input type="checkbox"/>	<input type="checkbox"/>
43. Have you ever had any other illness, injury, or physical condition not named on this form other than childhood diseases or minor illnesses?	<input type="checkbox"/>	<input type="checkbox"/>
44. Are you presently under a doctor's care for any condition?	<input type="checkbox"/>	<input type="checkbox"/>
45. Have you taken any medication during the last 12 months?	<input type="checkbox"/>	<input type="checkbox"/>
46. Do you have any physical or emotional limitations?	<input type="checkbox"/>	<input type="checkbox"/>
47. Do you smoke? If "YES", place the number of packs per day in the following blank: ____	<input type="checkbox"/>	<input type="checkbox"/>
48. Do you drink? If "YES", place the number of drinks per week in the following blank: ____	<input type="checkbox"/>	<input type="checkbox"/>

PHYSICIANS CONSULTED: (For any of the questions answered "YES", identify the question number and physician below.)

DATE	ITEM	PHYSICIAN	Telephone # (Include area code)	ADDRESS (street, city, state, zip code)

SECTION B: ILLEGAL DRUGS or CONTROLLED SUBSTANCES:

List all illegal drugs or controlled substances you have ever used to treat or alleviate the symptoms of a medical condition. This includes marijuana and other controlled substances as well as prescription drugs or medications that were not prescribed for you. (Use page 3, the continuation sheet as needed OR directed below).

On page 3, the continuation sheet of this form please list the following for each drug(s) or controlled substance(s) that you listed above:
Was the use prescribed or recommended by a physician or health care provider? If yes, list the names, address and telephone number of each physician or health care provider who prescribed or recommended the drug or controlled substances.
List the date of the first and last use of the drug or controlled substance.
Describe every way you obtained the drug or controlled substance.
Describe the character of use; include methods of ingestion, location, dosages, frequencies, persons present or those persons with knowledge of the use.
Describe why you stopped using it, if applicable.
State any other factors you believe are relevant to a discussion of your medical condition or the propriety of your drug or controlled substance use.
Other than to actually treat the medical condition, describe any uses of the drug or controlled substances.

I hereby authorize the above listed physician(s) to release any and all medical information to the hiring agency, Arizona POST, its staff or designated representatives.

Signature of Applicant (Sign in Ink)

Date

PENALTY: Any falsification, withholding information or failure to answer all questions completely and accurately may cause forfeiture of eligibility.

CERTIFICATION: I hereby certify that there are no willful misrepresentations, omissions or falsifications in the foregoing statements and answers to the questions, and that all statements and answers are true and correct to the best of my knowledge and belief. I further agree to take any future physical examinations the hiring agency or Arizona POST may deem necessary.

Signature of Applicant (Sign in Ink)

Date

STATEMENT OF PERSONAL HISTORY

First Name:	Middle Name:	Last Name:	Maiden Name:
Present Address:	City:	State:	Zip:
Phone:	Social Security Number:	Drivers License:	State Expiration:
Date of Birth:	Place of Birth:	School: Elem: <input type="checkbox"/> HS: <input type="checkbox"/> GED: <input type="checkbox"/> College: <input type="checkbox"/> Degree: <input type="checkbox"/>	
Military Record Branch:	Date of Entry:	Date of Discharge:	
Type of Discharge:	Court Martials, Article 15's, Captains Masts:	Disability Compensation %:	

CONSENT FOR A POLYGRAPH EXAMINATION

I, _____, hereby agree to submit to a polygraph examination, commonly known as a "lie detector test".

The nature of this examination has been explained to me, and I understand that it will be necessary to place certain polygraph components upon my body for the recording of emotional (psychophysiological) responses. I further understand that this polygraph examination will consist of three phases, which are:

- (1) The pre-test interview
- (2) The testing phase, and
- (3) The post-test interview

I understand that the polygraph examination results will be made available to the person or persons who have requested this information.

I agree to hereby release and hold harmless Northland Investigations, and the examiner administering this test, from all actions or liability that may arise from this examination.

This examination will be monitored or recorded.

I have carefully read this consent form and fully understand its contents.

Signature

Time: _____ AM/PM

Examiner: _____ Exam Number: _____

PRIOR LAW ENFORCEMENT APPLICATIONS/POLYGRAPH INFORMATION

YES NO

1. Have you ever applied with any other law enforcement agencies? (If yes, please provide name of agency, position applied for, status of application, was polygraph taken, and date of application on the continuation sheet)
-

DRIVING RECORD

YES NO

2. As a driver, have you been involved in a traffic collision? How many?
3. If so, were any persons injured? Were any persons killed?
4. Have you ever been involved in a collision involving alcohol?
5. Have you ever been involved in any unreported collisions?
6. Have you ever been involved in any hit and run collisions?
7. If so, were any persons injured? Any property damage?
8. Have you ever driven an automobile when you knew you did not have proper insurance?
9. Have you ever been refused auto insurance?
10. Has your driver's license ever been suspended, revoked, or canceled?
11. Have you ever driven a motor vehicle while under the influence of any drug or alcohol?
12. Have you ever been stopped by law enforcement because they suspected you were DWI/DUI?
13. Have you ever been arrested for DWI/DUI?
14. Have you ever been cited for any traffic violations?
15. Have you ever been issued a criminal traffic citation? Including alcohol infractions?
16. Have you ever been arrested for any traffic violations?
17. Have you ever been involved in a road rage incident?
18. Are you withholding any information about your driving record?
-

CRIMINAL CONDUCT

YES NO

19. Have you ever been contacted, questioned, detained, or arrested by law enforcement for a crime, either as an adult or a juvenile? What for?
20. Have you ever received a criminal citation? What for?
21. Have you ever been convicted of a crime?
22. Have you ever been ordered to attend a diversion program (even as a juvenile)?
23. Have you ever been on probation?
24. Have you ever been accused of a crime, charged with a crime, or been the subject of a law enforcement investigation?
25. Has law enforcement ever been called to your residence?
26. Have you ever been involved in a physical fight?
27. Have you ever been involved in a domestic violence incident? (assault, threats / intimidation, harassment, stalking, kidnapping, or criminal damage)
28. Have you ever had an order of protection or any other restraining order filed against you?
29. Have you ever committed or been accused of committing any type of crime against a child?
30. Have you ever shoplifted from a store or changed the price tag on merchandise?
31. Have you ever participated in any other theft of money, property, or services?
32. Have you ever used a fake ID or stolen or used someone else's identity to commit a crime?
33. Have you ever signed someone else's name without their permission for monetary gain or for any other criminal purpose?

34. Have you ever engaged in any type of computer hacking for a criminal purpose?
35. Have you ever illegally downloaded any music, videos, or software from the internet **for profit**?
36. Have you ever knowingly been in possession of stolen property?
37. Have you ever been in a car that you knew was stolen?
38. Have you ever illegally entered a building, residence, or any other property?
39. Have you ever maliciously or intentionally damaged someone else's property?
40. Have you ever committed an arson?
41. Have you ever caused serious physical injury or death to any person?
42. Have you ever committed a hate crime? (any crime motivated by race, religion, gender, or sexual orientation)?
43. Have you ever committed or been involved in any form of human trafficking or kidnapping?
44. Did you ever commit a crime while armed with a gun, knife, or any other dangerous instrument?
45. Have you ever made a bomb threat?
46. Have you ever lied in court (perjury)?
47. Have you ever engaged or participated in any illegal gambling activities?
48. Have you ever stolen money or merchandise to go gambling?
49. Have you ever made any false insurance claims?
50. Have you ever committed or attempted to commit a serious crime?
51. Have you ever been accused of committing a serious crime?
52. Have you ever been present when someone else has committed a serious crime?
53. Have you ever received any type of benefit from a serious crime being committed?
54. Have you ever covered up for someone who committed a serious crime?
55. Have you ever taken part, participated in, or been involved in any way in the commission of a serious crime?
56. Do you have any knowledge of any unsolved or unreported serious crimes?
57. Have you ever committed, attempted to commit, or been accused of committing any other crimes that have not been discussed? If YES, What?

EXTREMIST ORGANIZATIONS

YES NO

58. Have you ever been a member of a gang? Or participated in any type of gang activity?
59. Have you ever claimed to be a sovereign citizen or a member of a militia group?
60. Have you ever been involved with an extremist organization?
61. Are you now or have you ever been a member of any group that advocates the overthrow of the United States government?

SEXUAL ACTIVITIES

YES NO

62. Have you ever accepted payment for the commission of any sexual act?
63. Have you ever paid for any sexual act? Including unlawful acts at a massage parlor or strip club?
64. Since you have been 18 years old, have you had sexual contact with a person under 18 years of age?
65. As a juvenile, did you ever have sexual contact with anyone more than two years younger than you?
66. Have you ever engaged in any acts of voyeurism to include; peeping, recording, photographing, or viewing anyone for a sexual purpose without their knowledge or consent?

67. Have you ever touched a child for a sexual purpose?
68. Have you ever had a child touch you for a sexual purpose?
69. Have you ever viewed or searched for child pornography?
70. Have you ever exposed yourself in public for a sexual purpose?
71. Have you ever forced, attempted to use force, or threatened to use force against another person to make them have sexual contact with you?
72. Have you ever used, or attempted to use, a position of authority, power, or trust to engage another in any sexual act?
73. Have you ever engaged in a sexual act with a person without that person's permission?
74. Have you ever engaged in any type of sexual act with an animal?
75. Have you ever been accused of committing a sexual crime?

FINANCIAL HISTORY

YES NO

76. Have you ever had any property repossessed?
77. Has your pay ever been garnished?
78. Are you currently 30 days or more late on any debt?
79. Are you currently behind on any child support payments?
80. Have you ever been sued in court over a financial matter?
81. Have you ever deliberately written a bad check?
82. Have you ever filed for bankruptcy?
83. Have you ever had a debt pursued by a collection agency?
84. Have you ever not filed income taxes?

ILLEGAL DRUG/ NARCOTIC HISTORY

YES NO

85. Have you ever used, tried or experimented with marijuana?
86. Have you ever bought, sold, or traded anything for marijuana?
87. Have you ever grown or cultivated marijuana?
88. Have you ever transported or smuggled marijuana?
89. Have you ever been present when marijuana was being bought or sold by someone else?
90. Have you ever been in the presence of anyone using marijuana? When was the last time?
91. Have you ever been in the presence of anyone using an illegal drug other than marijuana? When was the last time?
92. Have you ever used, tried, or experimented with any other illegal drug or substance with the intent to get high?
93. Have you ever bought, sold, or traded anything for any illegal drug or narcotic?
94. Have you ever made or manufactured an illegal drug?
95. Have you ever transported or smuggled any illegal drugs for profit?
96. Do you currently live with anyone who uses or possesses marijuana or any other illegal drug?
97. Have you ever altered, falsified, or forged a prescription for drugs?
98. Have you ever illegally bought, sold, or traded anything for prescription drugs?
99. Have you ever taken or used someone else's prescription medication?
100. Have you ever taken a prescription medication or any over-the-counter medication for recreational purposes?

CHECK ALL ILLEGAL DRUGS / NARCOTICS YOU HAVE EVER USED OR TRIED

- | | | | | | |
|--|-------------------------------------|--------------------------------------|-------------------------------------|---------------------------------------|------------------------------------|
| <input type="checkbox"/> Amphetamines | <input type="checkbox"/> Angel Dust | <input type="checkbox"/> Beauties | <input type="checkbox"/> Fentanyl | <input type="checkbox"/> Benzedrine | <input type="checkbox"/> Molly |
| <input type="checkbox"/> Cocaine | <input type="checkbox"/> Codeine | <input type="checkbox"/> Propofol | <input type="checkbox"/> Crack | <input type="checkbox"/> Crystal Meth | <input type="checkbox"/> Salvia |
| <input type="checkbox"/> Darvon | <input type="checkbox"/> Demerol | <input type="checkbox"/> Dexedrine | <input type="checkbox"/> Dilaudid | <input type="checkbox"/> Downers | <input type="checkbox"/> Wax |
| <input type="checkbox"/> Hashish | <input type="checkbox"/> Heroin | <input type="checkbox"/> Inhalants | <input type="checkbox"/> LSD | <input type="checkbox"/> Ludes | <input type="checkbox"/> Coricidin |
| <input type="checkbox"/> Lysergic Acid | <input type="checkbox"/> Mushrooms | <input type="checkbox"/> Marijuana | <input type="checkbox"/> Methadone | <input type="checkbox"/> Morphine | |
| <input type="checkbox"/> Paregoric | <input type="checkbox"/> PCP | <input type="checkbox"/> Peyote | <input type="checkbox"/> Psilocybin | <input type="checkbox"/> Quaaludes | |
| <input type="checkbox"/> Ecstasy | <input type="checkbox"/> Sopers | <input type="checkbox"/> Speed | <input type="checkbox"/> Steroids | <input type="checkbox"/> Talwin | |
| <input type="checkbox"/> Uppers | <input type="checkbox"/> Valium | <input type="checkbox"/> White Cross | <input type="checkbox"/> Spice | <input type="checkbox"/> Bath Salts | |

Other: _____

ALCOHOL HISTORY

YES NO

101. Did you ever engage in underage drinking? What age?
102. Has alcohol ever created a problem at home, at work, or with your driving privileges?
-

MILITARY HISTORY

YES NO

103. Did you ever serve in the military? If NO, disregard the following questions.
104. Were you ever the subject of a military investigation?
105. Were you ever issued any formal punishment?
106. Did you ever lose pay or rating/rank as punishment?
107. Did you take or keep any government property that was required to be returned?
108. Were you discharged under any special condition, which would prohibit your re-enlistment?
109. Did you receive an honorable discharge?
-

EMPLOYMENT HISTORY

YES NO

110. Have you ever stolen money or time from a place where you worked?
111. Have you ever stolen or failed to pay for any merchandise at any job?
112. Have you borrowed company money or goods without permission?
113. Did you ever steal from any co-workers?
114. Have you ever deliberately overcharged, cheated, or short changed a customer?
115. Have you ever deliberately damaged an employer's property?
116. Have you ever engaged in a physical altercation while at work with a supervisor, coworker, or customer?
117. Have you ever received a written reprimand from any employer?
118. Have you ever received any punishment from a past employer?
119. Have you ever been fired/terminated from any job? Or asked to resign from any job?
120. Have you ever resigned in lieu of being fired or terminated?
121. Have you ever used alcohol or illegal drugs while at work?
122. Have you ever been under the influence of alcohol or illegal drugs while at work or in the workplace?
123. Did you ever give away an employer's merchandise that should have been paid for?

124. Did you intentionally omit any jobs from your application for this position?
125. Did you ever file an illegal or false job injury report?
126. Have you ever performed or engaged in any sex acts while at work or in the workplace? Including masturbation?
127. Have you ever purposely slept while at work without permission?
128. Did you deliberately lie, omit or minimize any information on your background packet about an employment issue?
-

PRIOR LAW ENFORCEMENT ONLY

YES NO

129. While in any Law Enforcement/Corrections position, did you ever deliberately use excessive force on any person?
130. Have you ever been accused of using excessive force on any person?
131. While in any Law Enforcement/Corrections position, did you ever accept any unauthorized or illegal gratuities?
132. While serving as a Law Enforcement/Corrections Officer, did you ever commit an act of perjury?
133. As a Law Enforcement/Corrections Officer, did you ever deliberately falsify any official documents or reports?
134. As a Law Enforcement/Corrections Officer, did you ever falsify or steal any evidence?
135. Did you ever give or sell contraband to any jail or prison inmate?
136. As a Law Enforcement/ Corrections Officer, did you ever engage in any sexual act while at work or on duty, including masturbation?
137. To your knowledge, have you ever been the subject of any internal affairs investigation?
-

ALL APPLICANTS

YES NO

138. Have you ever done anything that, if found out, could cause embarrassment to this Department?
139. Do you have any information on any public or social network website that could cause embarrassment to this Department?
140. Are you a legal citizen of the United States?
141. Is there anything in your past that should be discussed that has not already been discussed?
-

After you finish completing this form, please sign and date it below. You will have an opportunity to further explain your answers during the pre-test interview of your polygraph.

Signature: _____ **Date:** _____

CONTINUATION SHEET
(RECORD QUESTION # AND FULLY EXPLAIN EACH YES ANSWER)

Question #: Explanation: _____

Question #: Explanation: _____

Question #: Explanation: _____

Question #: Explanation: _____

Question #: Explanation: _____

Question #: Explanation: _____

Question #: Explanation: _____

Question # Explanation: _____

Question # Explanation: _____

Question # Explanation: _____

Question # Explanation: _____

Question # Explanation: _____

Question # Explanation: _____

Question # Explanation: _____

Question # Explanation: _____

Question # Explanation: _____

Question # Explanation: _____

Question # Explanation: _____

Question # Explanation: _____

Question # Explanation: _____

Question # Explanation: _____

Question # Explanation: _____

Question # Explanation: _____

Question # Explanation: _____

Name: _____
SSN #: _____



Arizona Peace Officer Standards and Training Board AUTHORIZATION FOR RELEASE OF INFORMATION

I, _____, DO HEREBY AUTHORIZE any and all persons,
(print name)

employers, partnerships, corporations and all civilian and government entities, military agencies, law enforcement agencies, private, and city, county, state and federal entities to release, furnish and exchange any and all available information relating to me for the purpose of determining my suitability to be appointed and certified as a peace officer. This includes, but is not limited to, all information related to my employment, performance, disciplinary history, character, integrity, reputation, conduct, behavior and fitness for duty.

This authorizes release to the **ARIZONA PEACE OFFICER STANDARDS AND TRAINING BOARD** and the _____.
(print agency name) This release is in addition to, and not intended to curtail or diminish the authorization and immunity provided by statute. **I DO HEREBY RELEASE** from any and all liability, all persons or entities disclosing information pursuant to this release.

SIGNATURE OF APPLICANT: _____

DATE: _____

Sworn and Subscribed to Before Me This: _____ Day of _____, 20_____

BY: _____

STATE OF: _____

COUNTY OF: _____

SIGNATURE OF NOTARY PUBLIC: _____



Northland Investigations, LLC

Notification of Factors

Factors that may interfere with a polygraph examination include: severe menstrual cramps, pregnancy, paralysis, recent or major surgery, physical disabilities, severe breathing problems, heart conditions, certain medications, emotional disorders, severe headaches, coughing, sniffing, sore throat, fatigue, sharp pain, restlessness, severe hunger, or use of alcohol/illegal drugs within 24 hours of the examination.

You are not required to disclose any of the above physical or psychological factors. If you have questions about your suitability to partake in a polygraph examination, please notify the examiner prior to the testing process to evaluate your suitability. If you feel that you are an unsuitable candidate based on the information stated above or feel that other factors may influence your suitability for a polygraph examination, you may inform the examiner and the examination will be cancelled or postponed.

I have read and understand the above factors that may interfere with the polygraph examination.

Signature

Date

Cindy Scott

From: Michael Deltenre <miked@azpost.gov>
Sent: Tuesday, July 23, 2024 1:57 PM
To: Michael Deltenre
Subject: Fwd: Background Investigator School
Attachments: Agenda BI School 2004 Oct DRAFT.docx; Background Investigations Training #159 10.28.24 Booking Link.docx

CAUTION: This email originated from outside of the organization. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Hello Everyone,
Please see the below information (and attachments) regarding our AZPOST BI School in October.
Thanks!

Mike

Michael Deltenre

Compliance Specialist



Arizona Peace Officer Standards & Training Board

P.O. Box 24070

Phoenix, AZ 85074-4070

Phone: 602.774.9374
Mon - Thurs, 6 am - 4 pm

miked@azpost.gov

<https://post.az.gov/>

This transmission may contain information that is privileged, confidential and/or exempt from disclosure under applicable law. If you are not the intended recipient, you are hereby notified that any disclosure, copying, distribution, or use of the information contained herein (including any reliance thereon) is STRICTLY PROHIBITED. If you received this transmission in error, please immediately contact the sender and destroy the material in its entirety, whether in electronic or hard copy format.

----- Forwarded message -----

From: **Michael Giammarino** <mikeg@azpost.gov>
Date: Tue, Jul 23, 2024 at 1:41 PM
Subject: Background Investigator School
To: Compliance-AZPOST <compliance@azpost.gov>

Good Afternoon

The next Background Investigator School is scheduled for Tuesday October 29th and Wednesday October 30th at AZPOST.

Attached is the two day agenda and hotel information to include the discount corporate code for those needing hotel accommodations.

Marissa will once again be the point of contact to register, her contact information is: **Marissa Escandon**, marissae@azpost.gov phone: 602-774-9353

Please forward this information to the appropriate contacts with your assigned agencies.

Thank you

--

Michael Giammarino
Program Administrator



Arizona Peace Officer Standards & Training Board
2643 E University Drive, Phoenix, AZ 85034
Mail: PO Box 24070, Phoenix, AZ 85074-4070
Phone: 602.774.9302
mikeg@azpost.gov



AZPOST

Background Investigator's School

October 29-30, 2024

DAY 1

0800	Welcome/Introductions/Logistics	AZPOST Staff
0815	AZPOST Minimum Qualifications	Mark Post
0900	Risk Assessment	Mike Giammarino
1015	Polygraph	Dan Caputo
1130	Lunch	
1300	Psych	Dr. Jeni McCutcheon
1400	Military Forms/Records	Billy Caldwell
1545	Questions and Answers	AZPOST Staff
1600	END OF TRAINING DAY	

DAY 2

0800	ASSC/ PH Forms	Michele Blanco
0900	Background Process	Michele Blanco / Billy Caldwell
1200	Lunch	
1300	Background Process (cont.)	Michele Blanco / Billy Caldwell
1500	AZPOST Audits	Billy Caldwell
1600	END OF TRAINING DAY	

Cindy Scott

From: erik@northlandinvestigations.com
Sent: Tuesday, February 8, 2022 2:51 PM
To: Larry Jones
Cc: dan
Subject: [REDACTED] Poly Report
Attachments: 22-N0203EC [REDACTED] Page PD.pdf

CAUTION: This email originated from outside of the organization. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Good afternoon Captain Jones-

Here is the polygraph report for [REDACTED]. He passed without any issues. Let me know if you have any questions on this one. Thanks!

EC

Cindy Scott

From: erik@northlandinvestigations.com
Sent: Tuesday, February 1, 2022 1:59 PM
To: Larry Jones
Cc: dan
Subject: [REDACTED] Poly Report
Attachments: 22-N0105EC [REDACTED]-Page PD.pdf

CAUTION: This email originated from outside of the organization. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Good afternoon Sir-

Here is the polygraph report for [REDACTED]. He passed, but had some additional disclosures in regards to a recent [REDACTED] and [REDACTED]. Let me know if you have any questions on this one. Thanks!

EC

Cindy Scott

From: d.caputo@northlandinvestigations.com
Sent: Wednesday, January 26, 2022 3:05 PM
To: Larry Jones
Subject: RE: Polygraph

CAUTION: This email originated from outside of the organization. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Sounds good! Thanks

From: Larry Jones <ljones@pageaz.gov>
Sent: Wednesday, January 26, 2022 3:03 PM
To: d.caputo@northlandinvestigations.com
Subject: RE: Polygraph

Lets take the 1pm appointment on the 8th. It's for police officer applican [REDACTED] He is working on his PHQ's, I'll forward them when I get them.

Thanks Dan!

Larry Jones
Captain
Page Police Department
808 Coppermine Road
P.O. Box 3005, Page, AZ 86040
Tel: 928.645.4378 | Fax: 928.645.4128

ljones@pageaz.gov | pageaz.gov |  



****NOTICE****

To ensure compliance with the Open Meeting Law, recipients of this message should not forward it to other members of the public body. Members of the public body may reply to this message, but they should not send a copy of the reply to other members.

From: d.caputo@northlandinvestigations.com <d.caputo@northlandinvestigations.com>
Sent: Wednesday, January 26, 2022 2:32 PM
To: Larry Jones <ljones@pageaz.gov>
Subject: RE: Polygraph

CAUTION: This email originated from outside of the organization. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Sounds good

From: Larry Jones <ljones@pageaz.gov>
Sent: Wednesday, January 26, 2022 2:31 PM
To: d.caputo@northlandinvestigations.com
Subject: RE: Polygraph

Ok, let me check on medical exam times and get back to you.

From: d.caputo@northlandinvestigations.com <d.caputo@northlandinvestigations.com>
Sent: Wednesday, January 26, 2022 2:29 PM
To: Larry Jones <ljones@pageaz.gov>
Subject: RE: Polygraph

CAUTION: This email originated from outside of the organization. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Erik can do a 10 am or a 1pm on the 8th?

From: Larry Jones <ljones@pageaz.gov>
Sent: Wednesday, January 26, 2022 2:28 PM
To: d.caputo@northlandinvestigations.com
Subject: RE: Polygraph

Ok, that works. What time?

From: d.caputo@northlandinvestigations.com <d.caputo@northlandinvestigations.com>
Sent: Wednesday, January 26, 2022 2:27 PM
To: Larry Jones <ljones@pageaz.gov>
Subject: RE: Polygraph

CAUTION: This email originated from outside of the organization. Do not click links or open attachments unless you recognize the sender and know the content is safe.



I don't unfortunately.....the next opening would be on the 8th

From: Larry Jones <ljones@pageaz.gov>
Sent: Wednesday, January 26, 2022 2:20 PM
To: northlandpoly1@gmail.com; Dan Caputo <d.caputo@northlandinvestigations.com>
Subject: Polygraph

Do you have anything available on 1st or 2nd?

Larry Jones
Captain
Page Police Department
808 Coppermine Road
P.O. Box 3005, Page, AZ 86040

Tel: 928.645.4378 | Fax: 928.645.4128

ljones@pageaz.gov | pageaz.gov |  



****NOTICE****

To ensure compliance with the Open Meeting Law, recipients of this message should not forward it to other members of the public body. Members of the public body may reply to this message, but they should not send a copy of the reply to other members.

Cindy Scott

From: d.caputo@northlandinvestigations.com
Sent: Wednesday, January 26, 2022 10:57 AM
To: Larry Jones
Subject: RE: Polygraph

CAUTION: This email originated from outside of the organization. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Sounds good! Thank you

From: Larry Jones <ljones@pageaz.gov>
Sent: Wednesday, January 26, 2022 10:45 AM
To: d.caputo@northlandinvestigations.com
Subject: RE: Polygraph

That would work great, thanks! His name is [REDACTED]. I attached the applications we have so far. He hasn't completed his Guardian PHQ yet, I'll send that once I get it.

From: d.caputo@northlandinvestigations.com <d.caputo@northlandinvestigations.com>
Sent: Wednesday, January 26, 2022 10:39 AM
To: Larry Jones <ljones@pageaz.gov>
Subject: RE: Polygraph

CAUTION: This email originated from outside of the organization. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Yes...that would be tight. Lets do the polygraph at 10am if that works for you?

From: Larry Jones <ljones@pageaz.gov>
Sent: Wednesday, January 26, 2022 10:30 AM
To: d.caputo@northlandinvestigations.com
Subject: RE: Polygraph

We are trying to get our applicant to a medical appointment the same day. The only time they had open was 3pm. Is that cutting it too close?

From: d.caputo@northlandinvestigations.com <d.caputo@northlandinvestigations.com>
Sent: Monday, January 24, 2022 4:40 PM
To: Larry Jones <ljones@pageaz.gov>
Subject: RE: Polygraph

CAUTION: This email originated from outside of the organization. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Sounds good...thanks!

From: Larry Jones <ljones@pageaz.gov>
Sent: Monday, January 24, 2022 4:13 PM
To: d.caputo@northlandinvestigations.com
Subject: RE: Polygraph

If you could pencil us in that would be great. We are testing tomorrow and then I can send you the info.

Larry Jones
Captain
Page Police Department
808 Coppermine Road
P.O. Box 3005, Page, AZ 86040
Tel: 928.645.4378 | Fax: 928.645.4128
ljones@pageaz.gov | pageaz.gov |  



****NOTICE****

To ensure compliance with the Open Meeting Law, recipients of this message should not forward it to other members of the public body. Members of the public body may reply to this message, but they should not send a copy of the reply to other members.

From: d.caputo@northlandinvestigations.com <d.caputo@northlandinvestigations.com>
Sent: Thursday, January 20, 2022 5:03 PM
To: Larry Jones <ljones@pageaz.gov>
Subject: RE: Polygraph

CAUTION: This email originated from outside of the organization. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Hi Larry,
How about January 31st at 1pm?

From: Larry Jones <ljones@pageaz.gov>
Sent: Wednesday, January 19, 2022 3:28 PM
To: northlandpoly1@gmail.com; Dan Caputo <d.caputo@northlandinvestigations.com>
Subject: Polygraph

Hey Dan,

Do you have any openings for a police officer applicant anytime late next week?

Thanks,

Larry Jones
Captain

Page Police Department
808 Coppermine Road
P.O. Box 3005, Page, AZ 86040
Tel: 928.645.4378 | Fax: 928.645.4128

ljones@pageaz.gov | pageaz.gov |  



****NOTICE****

To ensure compliance with the Open Meeting Law, recipients of this message should not forward it to other members of the public body. Members of the public body may reply to this message, but they should not send a copy of the reply to other members.

Cindy Scott

From: Larry Jones
Sent: Wednesday, December 29, 2021 6:36 AM
To: Tim Lange
Subject: FW: Background Investigation
Attachments: Statement of Personal History (Fillable).pdf; Polygraph Factors.pdf; Medical Examination Report.pdf; Medical History Questionnaire.pdf; AZPOST_PH_Notary.pdf

What do you think...

From: [REDACTED]
Sent: Wednesday, December 29, 2021 1:04 AM
To: Larry Jones <ljones@pageaz.gov>
Subject: Re: Background Investigation

CAUTION: This email originated from outside of the organization. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Hello sir, I wanted to inform you that i have been to Northland before approximately [REDACTED]. I had a terrible experience and i feel like the polygraph examiner was not fair to me. He would not take no for an answer. I have had 4 polygraph's and 2 CVSA's and have passed all them expect his. I have passed 1 poly and 1 cvsa since seeing him. I am really interested in working for your department and wanted to just be upfront with you about my situation. Thank you for your time sir.

Sent from my iPhone

On Dec 27, 2021, at 13:18, Larry Jones <ljones@pageaz.gov> wrote:

Good Afternoon,

I am going to be working on your background investigation. The attached AZPOST Notary form needs to be filled out, notarized and returned to me so I can start contacting people for your background investigation. I also need copies of your birth certificate, driver's license, high school diploma/GED, and an ADOT 5-year certified driving history report (this can be obtained online for \$5).

I have attached the polygraph questionnaire and notification of factors forms. Please fill these out and bring them with you to the polygraph appointment on January 5th at 10:30 a.m.

I have also attached the medical examination report and medical history questionnaire. Fill out the questionnaire and bring it with you to the medical appointment on January 6th at 1 p.m. Bring the blank Medical Examination Report for the doctor to complete. Please get the doctor-signed copy before you leave and send that to me for your background file. The location for the medical exam is:

Concentra
1110 E. Route 66
Suite 100
Flagstaff, AZ 86001

928-773-9695

We are going to get you a hotel room in Flagstaff on Wednesday night. Would you be able to meet with me in Page either before or after these appointments? We need to complete fingerprints as well. Let me know what works for you and if you have any questions.

Thanks,

Larry Jones

Captain

Page Police Department

808 Coppermine Road

P.O. Box 3005, Page, AZ 86040

Tel: 928.645.4378 | Fax: 928.645.4128

ljones@pageaz.gov | pageaz.gov |



****NOTICE****

To ensure compliance with the Open Meeting Law, recipients of this message should not forward it to other members of the public body. Members of the public body may reply to this message, but they should not send a copy of the reply to other members.

From: Larry Jones

Sent: Tuesday, December 21, 2021 11:18 AM

To: [REDACTED]

Subject: RE: Appointments

Northland Investigations

930 N Switzer Canyon Drive, Suite 111

Flagstaff, AZ 86001

928-607-2153

Larry Jones

Captain

Page Police Department

808 Coppermine Road

P.O. Box 3005, Page, AZ 86040

Tel: 928.645.4378 | Fax: 928.645.4128

ljones@pageaz.gov | pageaz.gov |





****NOTICE****

To ensure compliance with the Open Meeting Law, recipients of this message should not forward it to other members of the public body. Members of the public body may reply to this message, but they should not send a copy of the reply to other members.

From: [REDACTED]
Sent: Tuesday, December 21, 2021 11:17 AM
To: Larry Jones <ljones@pageaz.gov>
Subject: Re: Appointments

CAUTION: This email originated from outside of the organization. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Yes sir, I can figure it out. Where is the polygraph at in Flagstaff?

Sent from my iPhone

On Dec 21, 2021, at 11:07, Larry Jones <ljones@pageaz.gov> wrote:

We have a polygraph exam set up for 1/5. Would you be able to spend the night in Flagstaff and then do the medical on 1/6?

Larry Jones
Captain
Page Police Department
808 Coppermine Road
P.O. Box 3005, Page, AZ 86040
Tel: 928.645.4378 | Fax: 928.645.4128
ljones@pageaz.gov | pageaz.gov |



****NOTICE****

To ensure compliance with the Open Meeting Law, recipients of this message should not forward it to other members of the public body. Members of the public body may reply to this message, but they should not send a copy of the reply to other members.

Cindy Scott

From: northlandpoly1@gmail.com
Sent: Monday, December 20, 2021 2:38 PM
To: Larry Jones
Subject: RE: Polygraph

CAUTION: This email originated from outside of the organization. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Hi Larry,

Unfortunately, I don't have anything on the 30th or 31st. Erik and I will both be out of the office that week. I'll keep the appointment on the 5th at 10:30 for [REDACTED]. I'll take you off of the appointment for the 7th. Let me know what you want to do with [REDACTED]. I can help find an examiner in Oregon if you like?



Thanks!

From: Larry Jones <ljones@pageaz.gov>
Sent: Monday, December 20, 2021 11:59 AM
To: northlandpoly1@gmail.com
Subject: RE: Polygraph

We will take the 5th at 10:30 for lateral applicant [REDACTED]. If you don't have anything on the 30th/31st available for lateral applicant [REDACTED], I will check with him for another date that works or we will try something up in Oregon where he is living. I attached information for both of them.

Thanks,

Larry Jones
Captain
Page Police Department
808 Coppermine Road
P.O. Box 3005, Page, AZ 86040
Tel: 928.645.4378 | Fax: 928.645.4128

ljones@pageaz.gov | pageaz.gov |  



****NOTICE****

To ensure compliance with the Open Meeting Law, recipients of this message should not forward it to other members of the public body. Members of the public body may reply to this message, but they should not send a copy of the reply to other members.

From: northlandpoly1@gmail.com <northlandpoly1@gmail.com>
Sent: Friday, December 17, 2021 10:29 AM

To: Larry Jones <ljones@pageaz.gov>

Subject: RE: Polygraph

CAUTION: This email originated from outside of the organization. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Good morning Captain and Merry Christmas!

I can do one on the 5th at 10:30 and the other on the 7th at 2pm? Will that work?

From: Larry Jones <ljones@pageaz.gov>

Sent: Thursday, December 16, 2021 4:37 PM

To: Dan Caputo <d.caputo@northlandinvestigations.com>; northlandpoly1@gmail.com

Subject: Polygraph

Good Afternoon and Merry Christmas,

We have two lateral police officers we are looking at. Any chance you have 2 polygraphs available January 5, 6, or 7th?

Thanks,

Larry Jones

Captain

Page Police Department

808 Coppermine Road

P.O. Box 3005, Page, AZ 86040

Tel: 928.645.4378 | Fax: 928.645.4128

ljones@pageaz.gov | pageaz.gov |  



****NOTICE****

To ensure compliance with the Open Meeting Law, recipients of this message should not forward it to other members of the public body. Members of the public body may reply to this message, but they should not send a copy of the reply to other members.

Cindy Scott

From: Dan Caputo <d.caputo@northlandinvestigations.com>
Sent: Tuesday, November 2, 2021 11:14 AM
To: Larry Jones
Subject: Re: Polygraph

CAUTION: This email originated from outside of the organization. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Hi Larry
How about 8:30 on the 15th and 10:30 on the 16th?

Sent from my iPhone

On Nov 2, 2021, at 10:58 AM, Larry Jones <ljones@pageaz.gov> wrote:

Good Morning,

We are looking for polygraphs for two records clerk applicants. Let me know what you have available coming up.

Thanks,

Larry Jones
Captain
Page Police Department
808 Coppermine Road
P.O. Box 3005, Page, AZ 86040
Tel: 928.645.4378 | Fax: 928.645.4128
ljones@pageaz.gov | pageaz.gov |
<image001.png>

<image002.png>

<image003.png>

****NOTICE****

To ensure compliance with the Open Meeting Law, recipients of this message should not forward it to other members of the public body. Members of the public body may reply to this message, but they should not send a copy of the reply to other members.

Cindy Scott

From: northlandpoly1@gmail.com
Sent: Wednesday, October 6, 2021 7:36 PM
To: Larry Jones
Subject: Polygraph Report for [REDACTED]
Attachments: 21-N1004-[REDACTED] (Page PD).pdf

CAUTION: This email originated from outside of the organization. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Good evening Larry,

[REDACTED] did not pass the polygraph test today. She made several admissions that were not disclosed on her application. I think there are a lot more also.

Thanks!

Dan Caputo

Northland Investigations, LLC

(928) 607-2153

Cindy Scott

From: Dan Caputo <d.caputo@northlandinvestigations.com>
Sent: Thursday, September 30, 2021 10:16 AM
To: Larry Jones
Subject: Re: Polygraph

CAUTION: This email originated from outside of the organization. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Hi Larry
How about Wednesday the 6th at 10:30?

Sent from my iPhone

On Sep 30, 2021, at 10:31 AM, Larry Jones <ljones@pageaz.gov> wrote:

Good Morning,

We are looking for a polygraph for a records clerk applicant. Let me know what you have available coming up.

Thanks,

Larry Jones
Captain
Page Police Department
808 Coppermine Road
P.O. Box 3005, Page, AZ 86040
Tel: 928.645.4378 | Fax: 928.645.4128
ljones@pageaz.gov | pageaz.gov |
<image001.png>

<image002.png>

<image003.png>

****NOTICE****

To ensure compliance with the Open Meeting Law, recipients of this message should not forward it to other members of the public body. Members of the public body may reply to this message, but they should not send a copy of the reply to other members.

Cindy Scott

From: d.caputo@northlandinvestigations.com
Sent: Thursday, September 9, 2021 3:28 PM
To: Larry Jones
Subject: Poly Report for [REDACTED]
Attachments: 21-N0905 [REDACTED] (Page).pdf

CAUTION: This email originated from outside of the organization. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Let me know if you get this one

Dan Caputo

Northland Investigations, LLC
(928) 607-2153

Cindy Scott

From: northlandpoly1@gmail.com
Sent: Thursday, September 9, 2021 3:13 PM
To: Larry Jones
Subject: Polygraph for [REDACTED]
Attachments: 21-N0905 [REDACTED] (Page).pdf

CAUTION: This email originated from outside of the organization. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Good afternoon Captain,
Attached is the report for [REDACTED]. One thing she added that she had not disclosed on her previous polygraph was that she accepted [REDACTED] in 2018. Let me know if you have any questions.
Thanks!

Dan Caputo
Northland Investigations, LLC
(928) 607-2153

Cindy Scott



From: d.caputo@northlandinvestigations.com
Sent: Tuesday, August 31, 2021 9:31 AM
To: Larry Jones
Subject: RE: Polygraph

CAUTION: This email originated from outside of the organization. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Great! Thank you

From: Larry Jones <ljones@pageaz.gov>
Sent: Tuesday, August 31, 2021 9:28 AM
To: northlandpoly1@gmail.com
Subject: RE: Polygraph

██████████ confirmed for September 8th at 10:30am.

Larry Jones
Captain
Page Police Department
808 Coppermine Road
P.O. Box 3005, Page, AZ 86040
Tel: 928.645.4378 | **Fax:** 928.645.4128
ljones@pageaz.gov | pageaz.gov |  



******NOTICE******

To ensure compliance with the Open Meeting Law, recipients of this message should not forward it to other members of the public body. Members of the public body may reply to this message, but they should not send a copy of the reply to other members.

From: northlandpoly1@gmail.com <northlandpoly1@gmail.com>
Sent: Monday, August 30, 2021 3:36 PM
To: Larry Jones <ljones@pageaz.gov>
Subject: RE: Polygraph

CAUTION: This email originated from outside of the organization. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Hey Larry,
Can we see if she can do 10:30 on the 8th? Not 4pm
Thanks!

From: d.caputo@northlandinvestigations.com <d.caputo@northlandinvestigations.com>
Sent: Monday, August 30, 2021 1:31 PM
To: 'Larry Jones' <ljones@pageaz.gov>
Subject: RE: Polygraph

I can do the 8th at 4pm?

From: Larry Jones <ljones@pageaz.gov>
Sent: Monday, August 30, 2021 1:27 PM
To: d.caputo@northlandinvestigations.com
Subject: RE: Polygraph

I spoke to [REDACTED] today, any chance you have something the following week, Sept 7-10?

Larry Jones

Captain
Page Police Department
808 Coppermine Road
P.O. Box 3005, Page, AZ 86040
Tel: 928.645.4378 | Fax: 928.645.4128

ljones@pageaz.gov | pageaz.gov |  



****NOTICE****

To ensure compliance with the Open Meeting Law, recipients of this message should not forward it to other members of the public body. Members of the public body may reply to this message, but they should not send a copy of the reply to other members.

From: d.caputo@northlandinvestigations.com <d.caputo@northlandinvestigations.com>
Sent: Monday, August 30, 2021 11:00 AM
To: Larry Jones <ljones@pageaz.gov>
Subject: RE: Polygraph

CAUTION: This email originated from outside of the organization. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Ok sounds good, Keep me posted. Erik is still with [REDACTED] now.

From: Larry Jones <ljones@pageaz.gov>
Sent: Monday, August 30, 2021 10:57 AM
To: northlandpoly1@gmail.com
Subject: FW: Polygraph

I still haven't heard back from [REDACTED] If you need to fill that September 3rd appointment, go ahead and we can try to get her in the next opening. I will try to contact her again today.

Larry Jones

Captain

Page Police Department

808 Coppermine Road

P.O. Box 3005, Page, AZ 86040

Tel: 928.645.4378 | Fax: 928.645.4128

ljones@pageaz.gov | pageaz.gov |  



****NOTICE****

To ensure compliance with the Open Meeting Law, recipients of this message should not forward it to other members of the public body. Members of the public body may reply to this message, but they should not send a copy of the reply to other members.

From: Larry Jones

Sent: Thursday, August 26, 2021 9:21 AM

To: northlandpoly1@gmail.com; Dan Caputo <d.caputo@northlandinvestigations.com>

Subject: FW: Polygraph

[REDACTED] is not able to make it on August 30th at 10:30 a.m. We would like to move [REDACTED] from his September 3rd appointment to the August 30th appointment. I am checking to see if [REDACTED] can take his appointment spot on September 3rd. I will let you know as soon as I hear back from [REDACTED]

Thanks,

Larry Jones

Captain

Page Police Department

808 Coppermine Road

P.O. Box 3005, Page, AZ 86040

Tel: 928.645.4378 | Fax: 928.645.4128

ljones@pageaz.gov | pageaz.gov |  





****NOTICE****

To ensure compliance with the Open Meeting Law, recipients of this message should not forward it to other members of the public body. Members of the public body may reply to this message, but they should not send a copy of the reply to other members.

From: Larry Jones
Sent: Monday, August 23, 2021 4:18 PM
To: Dan Caputo <d.caputo@northlandinvestigations.com>
Subject: RE: Polygraph

We are confirmed for September 3rd at 10:30am. Here is the personal history questionnaire. Let me know if you have any questions.

Thanks,

Larry Jones
Captain
Page Police Department
808 Coppermine Road
P.O. Box 3005, Page, AZ 86040
Tel: 928.645.4378 | **Fax:** 928.645.4128
ljones@pageaz.gov | pageaz.gov |  



****NOTICE****

To ensure compliance with the Open Meeting Law, recipients of this message should not forward it to other members of the public body. Members of the public body may reply to this message, but they should not send a copy of the reply to other members.

From: Dan Caputo <d.caputo@northlandinvestigations.com>
Sent: Monday, August 23, 2021 4:02 PM
To: Larry Jones <ljones@pageaz.gov>
Subject: Re: Polygraph

CAUTION: This email originated from outside of the organization. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Busy is good! Thank you! How about September 3rd at 10:30 am?

Sent from my iPhone

On Aug 23, 2021, at 12:18 PM, Larry Jones <ljones@pageaz.gov> wrote:

We are keeping you busy. I am looking for one more polygraph spot sometime in early September for a new position, a software support specialist.

Thanks,

Larry Jones

Captain

Page Police Department

808 Coppermine Road

P.O. Box 3005, Page, AZ 86040

Tel: 928.645.4378 | **Fax:** 928.645.4128

ljones@pageaz.gov | pageaz.gov |

<image001.png>

<image002.png>

<image003.png>

****NOTICE****

To ensure compliance with the Open Meeting Law, recipients of this message should not forward it to other members of the public body. Members of the public body may reply to this message, but they should not send a copy of the reply to other members.

Cindy Scott

From: erik@northlandinvestigations.com
Sent: Monday, August 30, 2021 4:41 PM
To: Larry Jones
Cc: dan
Subject: Poly Report for [REDACTED]
Attachments: 21-N0811EC [REDACTED] (DLST).pdf

CAUTION: This email originated from outside of the organization. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Good afternoon Captain Jones-

Here is the poly report for [REDACTED] from today. He passed without any significant disclosures. Let me know if you have questions on this one. Thanks!

EC

Cindy Scott

From: erik@northlandinvestigations.com
Sent: Tuesday, August 24, 2021 4:52 PM
To: Larry Jones
Cc: dan
Subject: Poly Reports for [REDACTED] and [REDACTED]
Attachments: 21-N0808EC [REDACTED] (DLST).pdf; 21-N0809EC [REDACTED] (DLST).pdf

CAUTION: This email originated from outside of the organization. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Good afternoon Captain Larry (Congrats by the way)-

Here are the reports for [REDACTED] and [REDACTED]. Both of them passed without any issues.

[REDACTED] disclosed some [REDACTED] back in the 1980's that was not on her application, but she denied trying to hide this from you guys.

She was confused on whether to put it because [REDACTED] is legal now.

[REDACTED] had a few recent issues that he disclosed to you guys. We talked about it and he was tested on his truthfulness. He passed without issues.

Let me know if you have any questions on them. Thanks!

EC

Cindy Scott

From: Dan Caputo <d.caputo@northlandinvestigations.com>
Sent: Monday, August 23, 2021 5:28 PM
To: Larry Jones
Subject: Re: Polygraph

CAUTION: This email originated from outside of the organization. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Sounds good thanks!

Sent from my iPhone

On Aug 23, 2021, at 4:18 PM, Larry Jones <ljones@pageaz.gov> wrote:

We are confirmed for September 3rd at 10:30am. Here is the personal history questionnaire. Let me know if you have any questions.

Thanks,

Larry Jones
Captain
Page Police Department
808 Coppermine Road
P.O. Box 3005, Page, AZ 86040
Tel: 928.645.4378 | Fax: 928.645.4128
ljones@pageaz.gov | pageaz.gov |
<image001.png>

<image002.png>

<image003.png>

****NOTICE****

To ensure compliance with the Open Meeting Law, recipients of this message should not forward it to other members of the public body. Members of the public body may reply to this message, but they should not send a copy of the reply to other members.

From: Dan Caputo <d.caputo@northlandinvestigations.com>
Sent: Monday, August 23, 2021 4:02 PM
To: Larry Jones <ljones@pageaz.gov>
Subject: Re: Polygraph

CAUTION: This email originated from outside of the organization. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Busy is good! Thank you! How about September 3rd at 10:30 am?

Sent from my iPhone

On Aug 23, 2021, at 12:18 PM, Larry Jones <ljones@pageaz.gov> wrote:

We are keeping you busy. I am looking for one more polygraph spot sometime in early September for a new position, a software support specialist.

Thanks,

Larry Jones
Captain
Page Police Department
808 Coppermine Road
P.O. Box 3005, Page, AZ 86040
Tel: 928.645.4378 | Fax: 928.645.4128
ljones@pageaz.gov | pageaz.gov |
<image001.png>

<image002.png>

<image003.png>

****NOTICE****

To ensure compliance with the Open Meeting Law, recipients of this message should not forward it to other members of the public body. Members of the public body may reply to this message, but they should not send a copy of the reply to other members.

 pdf>

Cindy Scott

From: northlandpoly1@gmail.com
Sent: Wednesday, August 4, 2021 8:05 AM
To: Larry Jones
Subject: Notification of Factors form
Attachments: Polygraph Factors.pdf

CAUTION: This email originated from outside of the organization. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Good Morning Larry,
Sorry for the delay on this! Attached is a form that will help potential hires on determining if they are suitable for a polygraph test. Let me know if you have any questions or issues with any of the verbiage.
Thanks!

Dan Caputo
Northland Investigations, LLC
(928) 607-2153

Cindy Scott

From: northlandpoly1@gmail.com
Sent: Thursday, July 22, 2021 1:03 PM
To: Larry Jones
Subject: Polygraph
Attachments: 21-N0705E[REDACTED].pdf

CAUTION: This email originated from outside of the organization. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Good afternoon Larry,

Attached is the report for [REDACTED]. She did not pass and did not provide much information. She has strong reactions on the test to the relevant issues...especially [REDACTED] and [REDACTED] against person.

Thanks

Dan Caputo

Northland Investigations, LLC
(928) 607-2153

Cindy Scott

From: northlandpoly1@gmail.com
Sent: Monday, July 19, 2021 2:17 PM
To: Larry Jones
Subject: RE: Polygraph

CAUTION: This email originated from outside of the organization. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Got it thanks!

From: Larry Jones <ljones@pageaz.gov>
Sent: Monday, July 19, 2021 2:06 PM
To: northlandpoly1@gmail.com
Subject: RE: Polygraph

Ok, great...here is her personal history questionnaire.

Larry Jones

Captain
Page Police Department
808 Coppermine Road
P.O. Box 3005, Page, AZ 86040
Tel: 928.645.4378 | **Fax:** 928.645.4128

ljones@pageaz.gov | pageaz.gov |  



****NOTICE****

To ensure compliance with the Open Meeting Law, recipients of this message should not forward it to other members of the public body. Members of the public body may reply to this message, but they should not send a copy of the reply to other members.

From: northlandpoly1@gmail.com <northlandpoly1@gmail.com>
Sent: Monday, July 19, 2021 2:01 PM
To: Larry Jones <ljones@pageaz.gov>
Subject: RE: Polygraph

CAUTION: This email originated from outside of the organization. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Sound good! Yep it is still available. Send over her information when you get a chance.
Thanks!

From: Larry Jones <ljones@pageaz.gov>
Sent: Monday, July 19, 2021 2:00 PM
To: Dan Caputo <d.caputo@northlandinvestigations.com>
Subject: RE: Polygraph

I finally spoke to her, she said the 21st would work, is it still available?

From: Dan Caputo <d.caputo@northlandinvestigations.com>
Sent: Monday, July 19, 2021 9:57 AM
To: Larry Jones <ljones@pageaz.gov>
Subject: Re: Polygraph

CAUTION: This email originated from outside of the organization. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Hi Larry
Any word back yet?

Sent from my iPhone

On Jul 16, 2021, at 11:25 AM, Larry Jones <ljones@pageaz.gov> wrote:

Sorry, I am still waiting to hear back from our applicant.

Larry Jones
Captain
Page Police Department
808 Coppermine Road
P.O. Box 3005, Page, AZ 86040
Tel: 928.645.4378 | **Fax:** 928.645.4128
ljones@pageaz.gov | pageaz.gov |
<image001.png>

<image002.png>

<image003.png>

****NOTICE****

To ensure compliance with the Open Meeting Law, recipients of this message should not forward it to other members of the public body. Members of the public body may reply to this message, but they should not send a copy of the reply to other members.

From: northlandpoly1@gmail.com <northlandpoly1@gmail.com>
Sent: Tuesday, July 13, 2021 8:09 PM
To: Larry Jones <ljones@pageaz.gov>
Subject: RE: Polygraph

CAUTION: This email originated from outside of the organization. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Hi Larry,

We had a slot open up on the 21st at 11am? Will this work better for your schedule?

From: Larry Jones <ljones@pageaz.gov>

Sent: Monday, July 12, 2021 8:35 AM

To: northlandpoly1@gmail.com

Subject: Polygraph

Good Morning,

We have a Records Clerk applicant in need of a polygraph exam. What do you have open in the next couple weeks?

Thanks,

Larry Jones

Captain

Page Police Department

808 Coppermine Road

P.O. Box 3005, Page, AZ 86040

Tel: 928.645.4378 | **Fax:** 928.645.4128

ljones@pageaz.gov | pageaz.gov |

<image001.png>

<image002.png>

<image003.png>

****NOTICE****

To ensure compliance with the Open Meeting Law, recipients of this message should not forward it to other members of the public body. Members of the public body may reply to this message, but they should not send a copy of the reply to other members.

Cindy Scott

From: Dan Caputo <d.caputo@northlandinvestigations.com>
Sent: Monday, July 12, 2021 10:12 AM
To: Larry Jones
Subject: Re: Polygraph

CAUTION: This email originated from outside of the organization. Do not click links or open attachments unless you recognize the sender and know the content is safe.

How about the 26th at 8:30?

Sent from my iPhone

On Jul 12, 2021, at 8:36 AM, Larry Jones <ljones@pageaz.gov> wrote:

Good Morning,

We have a Records Clerk applicant in need of a polygraph exam. What do you have open in the next couple weeks?

Thanks,

Larry Jones
Captain
Page Police Department
808 Coppermine Road
P.O. Box 3005, Page, AZ 86040
Tel: 928.645.4378 | Fax: 928.645.4128
ljones@pageaz.gov | pageaz.gov |
<image001.png>

<image002.png>

<image003.png>

****NOTICE****

To ensure compliance with the Open Meeting Law, recipients of this message should not forward it to other members of the public body. Members of the public body may reply to this message, but they should not send a copy of the reply to other members.

Cindy Scott

From: northlandpoly1@gmail.com
Sent: Thursday, July 1, 2021 3:08 PM
To: Larry Jones
Subject: RE: Polygraph Report for [REDACTED]

CAUTION: This email originated from outside of the organization. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Thanks Larry! After this week...I need another one 😊. Have a safe 4th of July!

From: Larry Jones <ljones@pageaz.gov>
Sent: Thursday, July 1, 2021 1:02 PM
To: northlandpoly1@gmail.com
Subject: RE: Polygraph Report for [REDACTED]

Thanks Dan! Hope you and Erik had a good vacation.

Larry Jones

Captain
Page Police Department
808 Coppermine Road
P.O. Box 3005, Page, AZ 86040
Tel: 928.645.4378 | **Fax:** 928.645.4128

ljones@pageaz.gov | pageaz.gov |  



****NOTICE****

To ensure compliance with the Open Meeting Law, recipients of this message should not forward it to other members of the public body. Members of the public body may reply to this message, but they should not send a copy of the reply to other members.

From: northlandpoly1@gmail.com <northlandpoly1@gmail.com>
Sent: Thursday, July 1, 2021 9:26 AM
To: Larry Jones <ljones@pageaz.gov>
Subject: Polygraph Report for [REDACTED]

CAUTION: This email originated from outside of the organization. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Good morning Larry,
Attached is the report for [REDACTED]
Thanks!

Dan Caputo

Cindy Scott

From: northlandpoly1@gmail.com
Sent: Wednesday, June 30, 2021 5:45 PM
To: Larry Jones
Subject: RE: Polygraph

CAUTION: This email originated from outside of the organization. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Evening Larry,
All done with [REDACTED] She was truthful on the test. No major admissions. I get the report to you tomorrow.
Thanks!

Dan Caputo

Northland Investigations, LLC
(928) 607-2153



From: Larry Jones <ljones@pageaz.gov>
Sent: Tuesday, June 15, 2021 9:04 AM
To: northlandpoly1@gmail.com
Subject: RE: Polygraph

Our Records Clerk applicant, [REDACTED] has confirmed for June 30th at 4pm. I have attached her personal history questionnaire. Let me know if you need any additional information.

Thanks,

Larry Jones

Captain
Page Police Department
808 Coppermine Road
P.O. Box 3005, Page, AZ 86040
Tel: 928.645.4378 | **Fax:** 928.645.4128

ljones@pageaz.gov | pageaz.gov |  



****NOTICE****

To ensure compliance with the Open Meeting Law, recipients of this message should not forward it to other members of the public body. Members of the public body may reply to this message, but they should not send a copy of the reply to other members.

From: northlandpoly1@gmail.com <northlandpoly1@gmail.com>
Sent: Monday, June 14, 2021 10:00 AM

Northland Investigations, LLC
(928) 607-2153

Cindy Scott

From: northlandpoly1@gmail.com
Sent: Monday, June 14, 2021 10:00 AM
To: Larry Jones
Subject: RE: Polygraph

CAUTION: This email originated from outside of the organization. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Sounds good....lets shoot for 4pm on the 30th.

From: Larry Jones <ljones@pageaz.gov>
Sent: Monday, June 14, 2021 7:54 AM
To: northlandpoly1@gmail.com
Subject: RE: Polygraph

I never heard back from the applicant reference the phoenix appointments. Can we pencil in the appointment in Flagstaff on the 30th?

Thanks,

Larry Jones

Captain
Page Police Department
808 Coppermine Road
P.O. Box 3005, Page, AZ 86040
Tel: 928.645.4378 | **Fax:** 928.645.4128

ljones@pageaz.gov | pageaz.gov |  



****NOTICE****

To ensure compliance with the Open Meeting Law, recipients of this message should not forward it to other members of the public body. Members of the public body may reply to this message, but they should not send a copy of the reply to other members.

From: northlandpoly1@gmail.com <northlandpoly1@gmail.com>
Sent: Friday, June 11, 2021 11:56 AM
To: Larry Jones <ljones@pageaz.gov>
Subject: RE: Polygraph

CAUTION: This email originated from outside of the organization. Do not click links or open attachments unless you recognize the sender and know the content is safe.

He said he can do Monday morning (11am) in Tempe or Wednesday evening (6pm) in Mesa. Let me know if one of those works.

Thanks!

From: Larry Jones <ljones@pageaz.gov>
Sent: Thursday, June 10, 2021 10:22 AM
To: northlandpoly1@gmail.com
Subject: RE: Polygraph

Ok, thanks. Send me the open Phoenix dates and I will see if that works for the applicant.

Larry Jones



Support Services Lieutenant

Page Police Department

808 Coppermine Road

P.O. Box 3005, Page, AZ 86040

Tel: 928.645.4378 | Fax: 928.645.4128

ljones@pageaz.gov | pageaz.gov |  



****NOTICE****

To ensure compliance with the Open Meeting Law, recipients of this message should not forward it to other members of the public body. Members of the public body may reply to this message, but they should not send a copy of the reply to other members.

From: northlandpoly1@gmail.com <northlandpoly1@gmail.com>
Sent: Thursday, June 10, 2021 10:20 AM
To: Larry Jones <ljones@pageaz.gov>
Subject: RE: Polygraph

CAUTION: This email originated from outside of the organization. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Good morning Larry,

Both Erik and I will be on vacation starting next week and returning the week of the 28th. My next opening in Flagstaff is on the 30th. If you need something sooner, we have openings in Phoenix as early as next week. I will get those factors for suitability out to you soon....I started working on it and then got distracted.

Thanks!

Dan Caputo

Northland Investigations, LLC

(928) 607-2153

From: Larry Jones <ljones@pageaz.gov>
Sent: Thursday, June 10, 2021 10:02 AM

To: Dan Caputo <d.caputo@northlandinvestigations.com>

Subject: Polygraph

Hi Dan,

We have a Records Clerk applicant in need of a polygraph exam. What do you have open in the next few weeks?

Also, you mentioned sending me a list I could discuss with applicants ahead of the polygraph, for example an applicant who is pregnant.

Thanks,

Larry Jones

Support Services Lieutenant

Page Police Department

808 Coppermine Road

P.O. Box 3005, Page, AZ 86040

Tel: 928.645.4378 | **Fax:** 928.645.4128

ljones@pageaz.gov | pageaz.gov |  



****NOTICE****

To ensure compliance with the Open Meeting Law, recipients of this message should not forward it to other members of the public body. Members of the public body may reply to this message, but they should not send a copy of the reply to other members.

Cindy Scott

From: Cody Miller
Sent: Thursday, May 27, 2021 5:25 PM
To: Larry Jones; Tim Lange
Subject: Fwd: Polygraph Report for [REDACTED]
Attachments: 21-N0521 [REDACTED] (Page).pdf

Sent from my iPhone

Begin forwarded message:

From: northlandpoly1@gmail.com
Date: May 27, 2021 at 17:03:13 MST
To: Cody Miller <cmiller@pageaz.gov>
Subject: Polygraph Report for [REDACTED]

CAUTION: This email originated from outside of the organization. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Good afternoon Cody,
Attached is the report for [REDACTED]. He passed without any major issues. Have a safe holiday weekend!
Thanks!

Dan Caputo
Northland Investigations, LLC
(928) 607-2153

Cindy Scott

From: [REDACTED]
Sent: Monday, May 17, 2021 5:38 PM
To: Larry Jones
Subject: Re: Background
Attachments: image001.png

CAUTION: This email originated from outside of the organization. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Thank you!

On Mon, May 17, 2021, 5:24 PM Larry Jones <ljones@pageaz.gov> wrote:

We are meeting about it tomorrow. I will let you know by Wednesday.

Larry Jones



Support Services Lieutenant

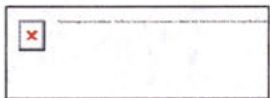
Page Police Department

808 Coppermine Road

P.O. Box 3005, Page, AZ 86040

Tel: 928.645.4378 | Fax: 928.645.4128

ljones@pageaz.gov | pageaz.gov |  



****NOTICE****

To ensure compliance with the Open Meeting Law, recipients of this message should not forward it to other members of the public body. Members of the public body may reply to this message, but they should not send a copy of the reply to other members.

From: [REDACTED]
Sent: Monday, May 17, 2021 4:35 PM
To: Larry Jones <ljones@pageaz.gov>
Subject: Re: Background

CAUTION: This email originated from outside of the organization. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Hello, when this week should I anticipate an update? Thank you in advance!

[REDACTED]

On Mon, May 10, 2021, 3:37 PM [REDACTED] <[REDACTED]> wrote:

Thank you!!

On Mon, May 10, 2021, 2:53 PM Larry Jones <ljones@pageaz.gov> wrote:

Good Afternoon,

I need to have a discussion with the Interim Police Chief about it. He is out of the office this week. He will be back next week. I will let you know after I talk to him about the situation.

Thanks,

Larry Jones

Support Services Lieutenant

Page Police Department

808 Coppermine Road

P.O. Box 3005, Page, AZ 86040

Tel: 928.645.4378 | Fax: 928.645.4128

ljones@pageaz.gov | pageaz.gov |

****NOTICE****

To ensure compliance with the Open Meeting Law, recipients of this message should not forward it to other members of the public body. Members of the public body may reply to this message, but they should not send a copy of the reply to other members.

From: [REDACTED]
Sent: Monday, May 10, 2021 2:37 PM
To: Larry Jones <ljones@pageaz.gov>
Subject: Re: Background

CAUTION: This email originated from outside of the organization. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Hello,

Did Dan Caputo give you a call about me not being able to take the polygraph test, due to the fact that [REDACTED]? Is there anyway I can go about getting the job? Or do I need to wait till [REDACTED] [REDACTED]?

Thank you,
[REDACTED]

On Tue, Apr 27, 2021, 11:07 AM Larry Jones <ljones@pageaz.gov> wrote:

Your polygraph has been scheduled for Friday May 7, 2021 at 10:30 a.m. It will be at Northland Investigations, 930 N Switzer Canyon Drive Suite 111 in Flagstaff, AZ (928) 607-2153 with Dan Caputo. Please complete the attached questionnaire and bring it with you to the appointment. Let me know if you have any questions.

Thanks,

Larry Jones

Support Services Lieutenant

Page Police Department

808 Coppermine Road

P.O. Box 3005, Page, AZ 86040

Tel: 928.645.4378 | **Fax:** 928.645.4128

ljones@pageaz.gov | pageaz.gov |

******NOTICE******

To ensure compliance with the Open Meeting Law, recipients of this message should not forward it to other members of the public body. Members of the public body may reply to this message, but they should not send a copy of the reply to other members.

From: [REDACTED] <[REDACTED]>

Sent: Tuesday, April 27, 2021 10:12 AM

To: Larry Jones <ljones@pageaz.gov>

Subject: Re: Background

CAUTION: This email originated from outside of the organization. Do not click links or open attachments unless you recognize the sender and know the content is safe.

I updated the email in guardian, any day works for me to go to Flagstaff for the polygraph, I have already corresponded with my other place of work so they know what is going on.

Thank you

[REDACTED]

On Tue, Apr 27, 2021, 10:04 AM Larry Jones <ljones@pageaz.gov> wrote:

No problem. I saw your attachments. I already e-mailed [REDACTED] I will wait for [REDACTED] email to be updated and then I will send her a new one. [REDACTED] did compete hers. I'm going to contact our polygraph company in Flagstaff to check on available dates for your polygraph. Were there certain days of the week that would work better for you to travel down to Flagstaff?

Larry Jones

Support Services Lieutenant

Page Police Department

808 Coppermine Road

P.O. Box 3005, Page, AZ 86040

Tel: 928.645.4378 | Fax: 928.645.4128

ljones@pageaz.gov | pageaz.gov |

****NOTICE****

To ensure compliance with the Open Meeting Law, recipients of this message should not forward it to other members of the public body. Members of the public body may reply to this message, but they should not send a copy of the reply to other members.

From: [REDACTED] <[REDACTED]>

Sent: Tuesday, April 27, 2021 9:40 AM

To: Larry Jones <ljones@pageaz.gov>

Subject: Re: Background

CAUTION: This email originated from outside of the organization. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Hello,

Sorry for so many emails.. [REDACTED] my reference just asked me to use this email [REDACTED] Like I said I will update guardian as well.

Thank you

On Tue, Apr 27, 2021, 9:05 AM [REDACTED] <[REDACTED]> wrote:

Hello,

I guess I gave you the wrong email for [REDACTED] as well. It is [REDACTED] i will update the emails in guardian, if you can send her and [REDACTED] new emails. Thank you.

On Mon, Apr 26, 2021, 5:32 PM [REDACTED] <[REDACTED]> wrote:

Hello,

I have uploaded those 3 documents to Guardian. [REDACTED] said she filled out the info needed. [REDACTED] is waiting on an email due to my mistake on the wrong email address. [REDACTED] will fill it out tonight while at work.

Thank you,

On Mon, Apr 26, 2021 at 2:30 PM Larry Jones <ljones@pageaz.gov> wrote:

Good Afternoon,

Just checking in. I haven't received any responses in Guardian from your three references. E-mails were sent out on 4/14/21. If you could reach out to your references and have them respond to the emails from Guardian. If you need me to re-send the e-mails to them, I can. Also, you still need to upload your birth certificate, driver's license and high school diploma into Guardian. Let me know if you have any questions.

Thanks,

Larry Jones

Support Services Lieutenant

Page Police Department

808 Coppermine Road

P.O. Box 3005, Page, AZ 86040

Tel: 928.645.4378 | **Fax:** 928.645.4128

ljones@pageaz.gov | pageaz.gov |

******NOTICE******

To ensure compliance with the Open Meeting Law, recipients of this message should not forward it to other members of the public body. Members of the public body may reply to this message, but they should not send a copy of the reply to other members.

Cindy Scott

From: northlandpoly1@gmail.com
Sent: Tuesday, April 27, 2021 3:42 PM
To: Cody Miller
Cc: Larry Jones
Subject: Polygraph Reports
Attachments: 21-N0425 [REDACTED] (Page).pdf; 21-N0426 [REDACTED] (Page).pdf

CAUTION: This email originated from outside of the organization. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Good afternoon,
Attached are the reports from yesterday. Please let me know if you have any questions.
Thanks!

Dan Caputo
Northland Investigations, LLC
928-607-2153

Cindy Scott

From: northlandpoly1@gmail.com
Sent: Tuesday, April 27, 2021 12:34 PM
To: Larry Jones
Subject: RE: Polygraph

CAUTION: This email originated from outside of the organization. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Sounds good....I am working on the reports from yesterday now. Hoping to have them out by the end of the day.
Thanks Larry!



From: Larry Jones <ljones@pageaz.gov>
Sent: Tuesday, April 27, 2021 12:31 PM
To: northlandpoly1@gmail.com
Subject: RE: Polygraph

The [REDACTED] charge wasn't a very good investigation. The report was like three sentences. A [REDACTED] told the officer that [REDACTED] in the city park and said she was going to [REDACTED] because she was [REDACTED]. No follow-up was done by the officer. The attorney dismissed the charges.

[REDACTED] for civilians is an agency discretion issue. We just want to ensure we have all the [REDACTED] info to make an informed decision.

Also, on a side note for your information, [REDACTED] disclosed to us that [REDACTED] was [REDACTED] recently. She was going to be interviewed by [REDACTED] who is conducting the investigation. I didn't get any further information because it is still an active investigation. I don't think [REDACTED] just [REDACTED] because she is family, but I'm going to follow up with [REDACTED] before we make a hiring decision.

Larry Jones
Support Services Lieutenant
Page Police Department
808 Coppermine Road
P.O. Box 3005, Page, AZ 86040
Tel: 928.645.4378 | Fax: 928.645.4128

ljones@pageaz.gov | pageaz.gov |  



****NOTICE****

To ensure compliance with the Open Meeting Law, recipients of this message should not forward it to other members of the public body. Members of the public body may reply to this message, but they should not send a copy of the reply to other members.

From: northlandpoly1@gmail.com <northlandpoly1@gmail.com>
Sent: Tuesday, April 27, 2021 11:23 AM

To: Larry Jones <ljones@pageaz.gov>

Subject: RE: Polygraph

CAUTION: This email originated from outside of the organization. Do not click links or open attachments unless you recognize the sender and know the content is safe.

What was the [REDACTED] charge related to? Any accusations about the incident that she is denying? Also, how are you guys dealing with [REDACTED] for civilians. I know some agencies are treating it like [REDACTED] Any parameters you guys have with [REDACTED]
Thanks!

From: Larry Jones <ljones@pageaz.gov>

Sent: Tuesday, April 27, 2021 11:01 AM

To: northlandpoly1@gmail.com

Subject: RE: Polygraph

That works. Her name is [REDACTED] I've attached her Personal History Questionnaire. She has some [REDACTED] and [REDACTED] so we will really want to look at that. Page PD charged her with [REDACTED] in June 2019, [REDACTED] in Sept 2019, and a [REDACTED] in Oct 2019. Let me know if you need any additional information.

Thanks,

Larry Jones


Support Services Lieutenant

Page Police Department

808 Coppermine Road

P.O. Box 3005, Page, AZ 86040

Tel: 928.645.4378 | Fax: 928.645.4128

ljones@pageaz.gov | pageaz.gov |  



****NOTICE****

To ensure compliance with the Open Meeting Law, recipients of this message should not forward it to other members of the public body. Members of the public body may reply to this message, but they should not send a copy of the reply to other members.

From: northlandpoly1@gmail.com <northlandpoly1@gmail.com>

Sent: Tuesday, April 27, 2021 10:50 AM

To: Larry Jones <ljones@pageaz.gov>

Subject: RE: Polygraph

CAUTION: This email originated from outside of the organization. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Hi Larry,

How about May 7th at 10:30 am?

From: Larry Jones <ljones@pageaz.gov>
Sent: Tuesday, April 27, 2021 10:44 AM
To: Dan Caputo <d.caputo@northlandinvestigations.com>
Subject: Polygraph

Hey Dan,

I'm looking for a polygraph appointment for a dispatch applicant. Let me know what you have coming up.

Thanks,

Larry Jones

Support Services Lieutenant

Page Police Department

808 Coppermine Road

P.O. Box 3005, Page, AZ 86040

Tel: 928.645.4378 | **Fax:** 928.645.4128

ljones@pageaz.gov | pageaz.gov |  



****NOTICE****

To ensure compliance with the Open Meeting Law, recipients of this message should not forward it to other members of the public body. Members of the public body may reply to this message, but they should not send a copy of the reply to other members.

Cindy Scott

From: northlandpoly1@gmail.com
Sent: Tuesday, March 23, 2021 7:50 AM
To: Larry Jones
Subject: Polygraph Report for [REDACTED]
Attachments: 21-KBPS0301E [REDACTED].pdf

CAUTION: This email originated from outside of the organization. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Good morning Larry,

[REDACTED] passed her polygraph yesterday. Attached is the report. I'm glad that worked out in Kingman!

Thanks

Dan Caputo

Northland Investigations, LLC

928-607-2153

Cindy Scott

From: Dan Caputo <d.caputo@northlandinvestigations.com>
Sent: Wednesday, March 10, 2021 3:52 PM
To: Larry Jones
Subject: RE: Polygraph

CAUTION: This email originated from outside of the organization. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Sounds good!

From: Larry Jones <ljones@pageaz.gov>
Sent: Wednesday, March 10, 2021 3:47 PM
To: Dan Caputo <d.caputo@northlandinvestigations.com>
Subject: RE: Polygraph

Great, I confirmed that date and time with her. I attached her Guardian personal history questionnaire, she hasn't completed an AZPOST background form. Let me know if you have any questions.

Larry Jones

Support Services Lieutenant
Page Police Department
808 Coppermine Road
P.O. Box 3005, Page, AZ 86040
Tel: 928.645.4378 | **Fax:** 928.645.4128

ljones@pageaz.gov | pageaz.gov |  



****NOTICE****

To ensure compliance with the Open Meeting Law, recipients of this message should not forward it to other members of the public body. Members of the public body may reply to this message, but they should not send a copy of the reply to other members.

From: Dan Caputo <d.caputo@northlandinvestigations.com>
Sent: Wednesday, March 10, 2021 3:28 PM
To: Larry Jones <ljones@pageaz.gov>
Subject: RE: Polygraph

CAUTION: This email originated from outside of the organization. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Hi Larry,
How about we do 6pm on March 22nd at the following address:
2701 E. Andy Devine Ave
STE 100

Kingman, AZ 86401

Her examiner will be Eric Popilek. Go ahead and send me the paperwork and Ill get it to him.
Thanks!

From: Larry Jones <ljones@pageaz.gov>
Sent: Wednesday, March 10, 2021 12:07 PM
To: Dan Caputo <d.caputo@northlandinvestigations.com>
Subject: RE: Polygraph

Evening in Kingman would work out great, I think she travels to Page on the weekends.
Let me know what evening would work best for your examiner that week, thanks!!

Larry Jones

Support Services Lieutenant
Page Police Department
808 Coppermine Road
P.O. Box 3005, Page, AZ 86040

Tel: 928.645.4378 | **Fax:** 928.645.4128

ljones@pageaz.gov | pageaz.gov |  



****NOTICE****

To ensure compliance with the Open Meeting Law, recipients of this message should not forward it to other members of the public body. Members of the public body may reply to this message, but they should not send a copy of the reply to other members.

From: Dan Caputo <d.caputo@northlandinvestigations.com>
Sent: Wednesday, March 10, 2021 12:04 PM
To: Larry Jones <ljones@pageaz.gov>
Subject: RE: Polygraph

CAUTION: This email originated from outside of the organization. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Hi Larry,

I am actually sending an examiner to Kingman to do probation testing the week of March 22nd. I can check with him to see if he can do an evening test while he is out there? or possibly a Sunday test?

From: Larry Jones <ljones@pageaz.gov>
Sent: Wednesday, March 10, 2021 11:57 AM
To: Dan Caputo <d.caputo@northlandinvestigations.com>
Subject: Polygraph

Dan,

Do you take appointments on the weekend? We have a dispatch applicant in Kingman who only has weekends off right now. If not, she said she could possibly take a Monday off from work to travel for the exam.

Thanks,

Larry Jones

Support Services Lieutenant

Page Police Department

808 Coppermine Road

P.O. Box 3005, Page, AZ 86040

Tel: 928.645.4378 | **Fax:** 928.645.4128

ljones@pageaz.gov | pageaz.gov |  



****NOTICE****

To ensure compliance with the Open Meeting Law, recipients of this message should not forward it to other members of the public body. Members of the public body may reply to this message, but they should not send a copy of the reply to other members.

Cindy Scott

From: northlandpoly1@gmail.com
Sent: Wednesday, January 27, 2021 5:23 PM
To: Cody Miller; Larry Jones
Subject: Polygraph Reports for [REDACTED] and [REDACTED]
Attachments: 21-N0121 [REDACTED] (Page).pdf; 21-N0122 [REDACTED] (Page).pdf

CAUTION: This email originated from outside of the organization. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Good afternoon,

Attached are the reports for [REDACTED] and [REDACTED]. Two applicants that couldn't be further opposite from each other. [REDACTED] had hardly anything in her background. [REDACTED] has extensive [REDACTED] and [REDACTED] that she did not disclose. She also attempted to [REDACTED] just over a year ago and was placed in a [REDACTED] for a few days. Lots of other stuff she had not disclosed. She did not pass and I did not lean on her during the post test interview due to her recent [REDACTED]. Let me know if you have any questions.
Thanks!

Dan Caputo

Northland Investigations, LLC
928-607-2153

Cindy Scott

From: northlandpoly1@gmail.com
Sent: Tuesday, January 26, 2021 9:53 AM
To: Cody Miller; Larry Jones
Subject: Polygraph Report
Attachments: 21-N0120 [REDACTED] (Page).pdf

CAUTION: This email originated from outside of the organization. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Good morning,
Attached is the report for [REDACTED] Hopefully he made it back okay! The roads were not good.
Thanks

Dan Caputo
Northland Investigations, LLC
928-607-2153

Cindy Scott

From: Dan Caputo <d.caputo@northlandinvestigations.com>
Sent: Wednesday, January 20, 2021 3:50 PM
To: Danny Benzon; Larry Jones; northlandpoly1@gmail.com
Cc: erik@northlandinvestigations.com; Cody Miller
Subject: RE: Polygraph

CAUTION: This email originated from outside of the organization. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Sounds good thanks!

From: Danny Benzon <dbenzon@pageaz.gov>
Sent: Wednesday, January 20, 2021 3:38 PM
To: Larry Jones <ljones@pageaz.gov>; northlandpoly1@gmail.com
Cc: Dan Caputo <d.caputo@northlandinvestigations.com>; erik@northlandinvestigations.com; Cody Miller <cmiller@pageaz.gov>
Subject: RE: Polygraph

Dan,
I contacted [REDACTED] and she is good for 1/27 @1400. Her phone will only text.

Sgt. Benzon

From: Larry Jones <ljones@pageaz.gov>
Sent: Tuesday, January 19, 2021 1:54 PM
To: northlandpoly1@gmail.com
Cc: Dan Caputo <d.caputo@northlandinvestigations.com>; erik@northlandinvestigations.com; Danny Benzon <dbenzon@pageaz.gov>; Cody Miller <cmiller@pageaz.gov>
Subject: RE: Polygraph

Hi Dan,

Yes, I got the first email last week.

We have confirmed Police Officer applicant [REDACTED] for 1/25 at 2pm and Dispatcher applicant [REDACTED] for 1/27 10:30am. I am still waiting to hear back from Dispatch applicant [REDACTED] for the 2pm slot on the 27th. As soon as I hear back I'll confirm. I have attached all three applications.

Let me know if you need any additional information.

Thanks,

Larry Jones
Support Services Lieutenant
Page Police Department
808 Coppermine Road
P.O. Box 3005, Page, AZ 86040
Tel: 928.645.4378 | Fax: 928.645.4128



****NOTICE****

To ensure compliance with the Open Meeting Law, recipients of this message should not forward it to other members of the public body. Members of the public body may reply to this message, but they should not send a copy of the reply to other members.

From: northlandpoly1@gmail.com <northlandpoly1@gmail.com>
Sent: Tuesday, January 19, 2021 12:44 PM
To: Larry Jones <ljones@pageaz.gov>
Subject: FW: Polygraph

CAUTION: This email originated from outside of the organization. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Hi Larry,
Wasn't sure if you got this last week from my other email server...so I am resending it with my Gmail. Let me know if these dates and times work.
Thanks!

From: Dan Caputo <d.caputo@northlandinvestigations.com>
Sent: Wednesday, January 13, 2021 5:30 PM
To: 'Larry Jones' <ljones@pageaz.gov>
Cc: 'erik@northlandinvestigations.com' <erik@northlandinvestigations.com>
Subject: RE: Polygraph

Hey Larry,
How about we do:
 January 25th at 2pm
 January 27th at 10:30 and 2pm
Let me know if that works.
Thanks!

From: Larry Jones <ljones@pageaz.gov>
Sent: Wednesday, January 13, 2021 4:39 PM
To: Dan Caputo <d.caputo@northlandinvestigations.com>
Cc: erik@northlandinvestigations.com
Subject: Polygraph

Hey Dan,

We have two dispatch applicants and one police officer applicant in backgrounds that we will need to schedule polygraphs for in the next few weeks. Let me know what you have open.

Thanks,

Larry Jones

Support Services Lieutenant
Page Police Department
808 Coppermine Road
P.O. Box 3005, Page, AZ 86040
Tel: 928.645.4378 | Fax: 928.645.4128

ljones@pageaz.gov | pageaz.gov |  



****NOTICE****

To ensure compliance with the Open Meeting Law, recipients of this message should not forward it to other members of the public body. Members of the public body may reply to this message, but they should not send a copy of the reply to other members.

Cindy Scott

From: Dan Caputo <d.caputo@northlandinvestigations.com>
Sent: Tuesday, January 19, 2021 2:02 PM
To: Larry Jones; northlandpoly1@gmail.com
Cc: erik@northlandinvestigations.com; Danny Benzon; Cody Miller
Subject: RE: Polygraph

CAUTION: This email originated from outside of the organization. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Sounds good! Thank you!

From: Larry Jones <ljones@pageaz.gov>
Sent: Tuesday, January 19, 2021 1:54 PM
To: northlandpoly1@gmail.com
Cc: Dan Caputo <d.caputo@northlandinvestigations.com>; erik@northlandinvestigations.com; Danny Benzon <dbenzon@pageaz.gov>; Cody Miller <cmiller@pageaz.gov>
Subject: RE: Polygraph

Hi Dan,

Yes, I got the first email last week.

We have confirmed Police Officer applicant [REDACTED] for 1/25 at 2pm and Dispatcher applicant [REDACTED] for 1/27 10:30am. I am still waiting to hear back from Dispatch applicant [REDACTED] for the 2pm slot on the 27th. As soon as I hear back I'll confirm. I have attached all three applications.

Let me know if you need any additional information.

Thanks,

Larry Jones
Support Services Lieutenant
Page Police Department
808 Coppermine Road
P.O. Box 3005, Page, AZ 86040
Tel: 928.645.4378 | Fax: 928.645.4128

ljones@pageaz.gov | pageaz.gov |  



****NOTICE****

To ensure compliance with the Open Meeting Law, recipients of this message should not forward it to other members of the public body. Members of the public body may reply to this message, but they should not send a copy of the reply to other members.

From: northlandpoly1@gmail.com <northlandpoly1@gmail.com>
Sent: Tuesday, January 19, 2021 12:44 PM
To: Larry Jones <ljones@pageaz.gov>
Subject: FW: Polygraph

CAUTION: This email originated from outside of the organization. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Hi Larry,
Wasn't sure if you got this last week from my other email server...so I am resending it with my Gmail. Let me know if these dates and times work.
Thanks!

From: Dan Caputo <d.caputo@northlandinvestigations.com>
Sent: Wednesday, January 13, 2021 5:30 PM
To: 'Larry Jones' <ljones@pageaz.gov>
Cc: 'erik@northlandinvestigations.com' <erik@northlandinvestigations.com>
Subject: RE: Polygraph



Hey Larry,
How about we do:
 January 25th at 2pm
 January 27th at 10:30 and 2pm
Let me know if that works.
Thanks!

From: Larry Jones <ljones@pageaz.gov>
Sent: Wednesday, January 13, 2021 4:39 PM
To: Dan Caputo <d.caputo@northlandinvestigations.com>
Cc: erik@northlandinvestigations.com
Subject: Polygraph

Hey Dan,

We have two dispatch applicants and one police officer applicant in backgrounds that we will need to schedule polygraphs for in the next few weeks. Let me know what you have open.

Thanks,

Larry Jones
Support Services Lieutenant
Page Police Department
808 Coppermine Road
P.O. Box 3005, Page, AZ 86040
Tel: 928.645.4378 | Fax: 928.645.4128
ljones@pageaz.gov | pageaz.gov |  



****NOTICE****

To ensure compliance with the Open Meeting Law, recipients of this message should not forward it to other members of the public body. Members of the public body may reply to this message, but they should not send a copy of the reply to other members.

Cindy Scott

From: Drew Sanders
Sent: Wednesday, November 18, 2020 10:27 AM
To: Rachell French; Larry Jones
Subject: FW: Polygraph for [REDACTED]
Attachments: 20-N1116 [REDACTED] (Page).pdf

[REDACTED] is disqualified.

Rachell: Will you please notify the former candidate?

Lt. Jones: Please notify Jaclyn.

DS

Drew C. Sanders
Chief of Police
Page Police Department
808 Coppermine Rd
P.O. Box 3005, Page, AZ 86040
Tel: 928.645.4357 | Fax: 928.645.4250
dsanders@pageaz.gov |  



******NOTICE******

To ensure compliance with the Open Meeting Law, recipients of this message should not forward it to other members of the public body. Members of the public body may reply to this message, but they should not send a copy of the reply to other members.

From: Larry Jones <ljones@pageaz.gov>
Sent: Wednesday, November 18, 2020 10:14 AM
To: Drew Sanders <dsanders@pageaz.gov>
Subject: Fwd: Polygraph for [REDACTED]

Another one!!
Get [Outlook for iOS](#)

From: northlandpoly1@gmail.com <northlandpoly1@gmail.com>
Sent: Tuesday, November 17, 2020 5:21:04 PM

To: Larry Jones <ljones@pageaz.gov>

Subject: Polygraph for [REDACTED]

CAUTION: This email originated from outside of the organization. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Good afternoon Larry,

Here is the report for [REDACTED]. She did not pass. Admitted to [REDACTED] as recently as this week. Also admitted to unreported [REDACTED] and [REDACTED]. Let me know if you have any questions on the report.

Thanks and sorry this one did not work out,

Dan Caputo

Northland Investigations, LLC

928-607-2153

Cindy Scott

From: Dan Caputo <d.caputo@northlandinvestigations.com>
Sent: Thursday, November 12, 2020 9:59 AM
To: Larry Jones
Subject: RE: Polygraph

CAUTION: This email originated from outside of the organization. Do not click links or open attachments unless you recognize the sender and know the content is safe.

No worries. And as always, let me know if you need any consulting with that test. Ill plan for [REDACTED] next week.
Thanks!

From: Larry Jones <ljones@pageaz.gov>
Sent: Thursday, November 12, 2020 9:57 AM
To: Dan Caputo <d.caputo@northlandinvestigations.com>
Subject: Re: Polygraph

Dan,
Sorry, we set the other applicant up with a polygraph company in LA. If that doesn't work out, I'll let you know.
Thanks,
Larry

Get [Outlook for iOS](#)

From: Dan Caputo <d.caputo@northlandinvestigations.com>
Sent: Thursday, November 12, 2020 9:49:23 AM
To: Larry Jones <ljones@pageaz.gov>
Subject: RE: Polygraph

CAUTION: This email originated from outside of the organization. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Hi Larry,
I have [REDACTED] scheduled for 2pm on the 17th, did we ever confirm the 10:30 slot? If so, do you have a name? Do you still need a referral in LA?
Thanks!

From: Larry Jones <ljones@pageaz.gov>
Sent: Tuesday, October 27, 2020 1:06 PM
To: Dan Caputo <d.caputo@northlandinvestigations.com>
Cc: erik@northlandinvestigations.com
Subject: RE: Polygraph

Dispatch applicant [REDACTED] will take the 2pm slot on the 17th. I have attached her application.

I am still waiting to hear back from the other applicant. She is currently living in the Los Angeles, CA area, so we'll have to see what we can do. Dan, do know anyone in that area you could recommend, if she's not able to make it to Flagstaff?

Larry Jones

Support Services Lieutenant

Page Police Department

808 Coppermine Road

P.O. Box 3005, Page, AZ 86040

Tel: 928.645.4378 | Fax: 928.645.4128

ljones@pageaz.gov | pageaz.gov |  



****NOTICE****

To ensure compliance with the Open Meeting Law, recipients of this message should not forward it to other members of the public body. Members of the public body may reply to this message, but they should not send a copy of the reply to other members.

From: Dan Caputo <d.caputo@northlandinvestigations.com>

Sent: Monday, October 26, 2020 4:59 PM

To: Larry Jones <ljones@pageaz.gov>

Cc: erik@northlandinvestigations.com

Subject: RE: Polygraph

CAUTION: This email originated from outside of the organization. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Thanks!

From: Larry Jones <ljones@pageaz.gov>

Sent: Monday, October 26, 2020 4:57 PM

To: Dan Caputo <d.caputo@northlandinvestigations.com>

Cc: erik@northlandinvestigations.com

Subject: RE: Polygraph

I will check with the applicants and confirm with you.

Larry Jones



Support Services Lieutenant

Page Police Department

808 Coppermine Road

P.O. Box 3005, Page, AZ 86040

Tel: 928.645.4378 | Fax: 928.645.4128

ljones@pageaz.gov | pageaz.gov |  



****NOTICE****

To ensure compliance with the Open Meeting Law, recipients of this message should not forward it to other members of the public body. Members of the public body may reply to this message, but they should not send a copy of the reply to other members.

From: Dan Caputo <d.caputo@northlandinvestigations.com>
Sent: Monday, October 26, 2020 4:54 PM
To: Larry Jones <ljones@pageaz.gov>; erik@northlandinvestigations.com
Subject: RE: Polygraph

CAUTION: This email originated from outside of the organization. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Hey Larry,
How about the 17th at 10:30 and 2?

From: Larry Jones <ljones@pageaz.gov>
Sent: Monday, October 26, 2020 4:38 PM
To: Dan Caputo <d.caputo@northlandinvestigations.com>; erik@northlandinvestigations.com
Subject: Polygraph

Good Afternoon,

I have a couple dispatch applicants in backgrounds, just looking for availability in the next few weeks...maybe week of Nov 9th or Nov 16th?

Thanks,

Larry Jones
Support Services Lieutenant
Page Police Department
808 Coppermine Road
P.O. Box 3005, Page, AZ 86040
Tel: 928.645.4378 | Fax: 928.645.4128

ljones@pageaz.gov | pageaz.gov |  



****NOTICE****

To ensure compliance with the Open Meeting Law, recipients of this message should not forward it to other members of the public body. Members of the public body may reply to this message, but they should not send a copy of the reply to other members.

Cindy Scott

From: Dan Caputo <d.caputo@northlandinvestigations.com>
Sent: Tuesday, October 27, 2020 1:22 PM
To: Larry Jones
Subject: RE: Polygraph

CAUTION: This email originated from outside of the organization. Do not click links or open attachments unless you recognize the sender and know the content is safe.

I got the information about [REDACTED] I don't know anyone off hand in the LA area, but we can find someone if needed.

From: Larry Jones <ljones@pageaz.gov>
Sent: Tuesday, October 27, 2020 1:06 PM
To: Dan Caputo <d.caputo@northlandinvestigations.com>
Cc: erik@northlandinvestigations.com
Subject: RE: Polygraph

Dispatch applicant [REDACTED] will take the 2pm slot on the 17th. I have attached her application.

I am still waiting to hear back from the other applicant. She is currently living in the Los Angeles, CA area, so we'll have to see what we can do. Dan, do know anyone in that area you could recommend, if she's not able to make it to Flagstaff?

Larry Jones

Support Services Lieutenant
Page Police Department
808 Coppermine Road
P.O. Box 3005, Page, AZ 86040

Tel: 928.645.4378 | **Fax:** 928.645.4128

ljones@pageaz.gov | pageaz.gov |  



****NOTICE****

To ensure compliance with the Open Meeting Law, recipients of this message should not forward it to other members of the public body. Members of the public body may reply to this message, but they should not send a copy of the reply to other members.

From: Dan Caputo <d.caputo@northlandinvestigations.com>
Sent: Monday, October 26, 2020 4:59 PM
To: Larry Jones <ljones@pageaz.gov>
Cc: erik@northlandinvestigations.com
Subject: RE: Polygraph

CAUTION: This email originated from outside of the organization. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Thanks!

From: Larry Jones <ljones@pageaz.gov>
Sent: Monday, October 26, 2020 4:57 PM
To: Dan Caputo <d.caputo@northlandinvestigations.com>
Cc: erik@northlandinvestigations.com
Subject: RE: Polygraph

I will check with the applicants and confirm with you.

Larry Jones

Support Services Lieutenant

Page Police Department

808 Coppermine Road

P.O. Box 3005, Page, AZ 86040

Tel: 928.645.4378 | Fax: 928.645.4128

ljones@pageaz.gov | pageaz.gov |  



******NOTICE******

To ensure compliance with the Open Meeting Law, recipients of this message should not forward it to other members of the public body. Members of the public body may reply to this message, but they should not send a copy of the reply to other members.

From: Dan Caputo <d.caputo@northlandinvestigations.com>
Sent: Monday, October 26, 2020 4:54 PM
To: Larry Jones <ljones@pageaz.gov>; erik@northlandinvestigations.com
Subject: RE: Polygraph

CAUTION: This email originated from outside of the organization. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Hey Larry,
How about the 17th at 10:30 and 2?

From: Larry Jones <ljones@pageaz.gov>
Sent: Monday, October 26, 2020 4:38 PM
To: Dan Caputo <d.caputo@northlandinvestigations.com>; erik@northlandinvestigations.com
Subject: Polygraph

Good Afternoon,

I have a couple dispatch applicants in backgrounds, just looking for availability in the next few weeks...maybe week of Nov 9th or Nov 16th?

Thanks,

Larry Jones

Support Services Lieutenant

Page Police Department

808 Coppermine Road

P.O. Box 3005, Page, AZ 86040

Tel: 928.645.4378 | **Fax:** 928.645.4128

ljones@pageaz.gov | pageaz.gov |  



****NOTICE****

To ensure compliance with the Open Meeting Law, recipients of this message should not forward it to other members of the public body. Members of the public body may reply to this message, but they should not send a copy of the reply to other members.

Cindy Scott

From: northlandpoly1@gmail.com
Sent: Thursday, September 10, 2020 1:15 PM
To: Larry Jones
Subject: Poly Report for [REDACTED]
Attachments: 20-N0908 [REDACTED] (Page).pdf

CAUTION: This email originated from outside of the organization. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Good afternoon Larry,

Attached is the report for [REDACTED]. She pass, but had a few disclosures. I tested her last November for a position with [REDACTED]. She [REDACTED] that test and admitted to [REDACTED] because she was embarrassed. Let me know if you have questions.

Thanks!

Dan Caputo

Northland Investigations, LLC

928-607-2153

Cindy Scott

From: northlandpoly1@gmail.com
Sent: Wednesday, September 9, 2020 12:39 PM
To: Larry Jones
Subject: Poly Report for [REDACTED]
Attachments: 20-N0907 [REDACTED] (Page PD).pdf

CAUTION: This email originated from outside of the organization. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Good afternoon Larry,

[REDACTED] did not pass her exam today. She admitted after the test to using [REDACTED] last month from [REDACTED]. She claims it was an accidental [REDACTED] but she refused to continue with a polygraph test that could have confirmed her claim. Hopefully the one later this afternoon goes better.

Thanks!

Cindy Scott

From: northlandpoly1@gmail.com
Sent: Thursday, September 3, 2020 8:12 AM
To: Tim Lange
Subject: Poly Report
Attachments: 20-N0811 [REDACTED] (IA Page).pdf

CAUTION: This email originated from outside of the organization. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Hey Tim,
I am sending this from my Gmail account. I made a minor change from the original copy sent from my other account. I just added that Scottsdale Quality Controlled it.
Thanks!

Dan Caputo
Northland Investigations, LLC
928-607-2153

Cindy Scott

From: Dan Caputo <d.caputo@northlandinvestigations.com>
Sent: Thursday, August 27, 2020 1:06 PM
To: Larry Jones
Subject: Re: Polygraph

CAUTION: This email originated from outside of the organization. Do not click links or open attachments unless you recognize the sender and know the content is safe.

I can do tomorrow or Monday at 4?

Sent from my iPhone

On Aug 27, 2020, at 12:27 PM, Larry Jones <ljones@pageaz.gov> wrote:

Dan,

How soon could you get one of our officers in for an Internal Affairs polygraph?

Larry Jones
Support Services Lieutenant
Page Police Department
808 Coppermine Road
P.O. Box 3005, Page, AZ 86040
Tel: 928.645.4378 | Fax: 928.645.4128
ljones@pageaz.gov | pageaz.gov |
<image001.png>

<image002.png>

<image003.png>

****NOTICE****

To ensure compliance with the Open Meeting Law, recipients of this message should not forward it to other members of the public body. Members of the public body may reply to this message, but they should not send a copy of the reply to other members.

Cindy Scott

From: Dan Caputo <d.caputo@northlandinvestigations.com>
Sent: Tuesday, August 25, 2020 4:25 PM
To: Larry Jones; erik@northlandinvestigations.com
Subject: RE: Polygraph

CAUTION: This email originated from outside of the organization. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Hi Larry,
How about on the 9th at 10:30 and 4?

From: Larry Jones <ljones@pageaz.gov>
Sent: Tuesday, August 25, 2020 4:24 PM
To: Dan Caputo <d.caputo@northlandinvestigations.com>; erik@northlandinvestigations.com
Subject: Polygraph

Good Afternoon,

I'm checking for polygraph appointments for two dispatch applicants in the next few weeks. Let me know what you have available.

Thanks,

Larry Jones
Support Services Lieutenant
Page Police Department
808 Coppermine Road
P.O. Box 3005, Page, AZ 86040
Tel: 928.645.4378 | Fax: 928.645.4128

ljones@pageaz.gov | pageaz.gov |  



****NOTICE****

To ensure compliance with the Open Meeting Law, recipients of this message should not forward it to other members of the public body. Members of the public body may reply to this message, but they should not send a copy of the reply to other members.

Cindy Scott

From: erik@northlandinvestigations.com
Sent: Wednesday, August 5, 2020 5:18 PM
To: Larry Jones
Cc: dan
Subject: [REDACTED] Poly Report
Attachments: 20-N0801EC-[REDACTED].pdf

CAUTION: This email originated from outside of the organization. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Hi Larry-

Here is the report for [REDACTED] from this morning. She passed without any new issues or disclosures. Let me know if you have any questions on this one. Thanks!

EC

Cindy Scott

From: Dan Caputo <d.caputo@northlandinvestigations.com>
Sent: Tuesday, August 4, 2020 9:11 AM
To: Larry Jones
Subject: RE: Polygraph

CAUTION: This email originated from outside of the organization. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Hi Larry,

Erik is going to cover this test for me tomorrow as my other examiner from Phx is not able to make it up. Is there anyway she can come earlier? Like at 9? I sent you a text also.

Thanks!

Dan Caputo

Northland Investigations, LLC
928-607-2153

From: Larry Jones <ljones@pageaz.gov>
Sent: Tuesday, July 28, 2020 1:08 PM
To: Dan Caputo <d.caputo@northlandinvestigations.com>
Subject: RE: Polygraph

Ok, confirmed for the 5th at 10:30am. It will be for our Administrative Assistant position. Will it be at your office?

Larry Jones
Support Services Lieutenant
Page Police Department
808 Coppermine Road
P.O. Box 3005, Page, AZ 86040
Tel: 928.645.4378 | Fax: 928.645.4128

ljones@pageaz.gov | pageaz.gov |  



****NOTICE****

To ensure compliance with the Open Meeting Law, recipients of this message should not forward it to other members of the public body. Members of the public body may reply to this message, but they should not send a copy of the reply to other members.

From: Dan Caputo <d.caputo@northlandinvestigations.com>
Sent: Tuesday, July 28, 2020 12:48 PM

To: Larry Jones <ljones@pageaz.gov>

Subject: Re: Polygraph

CAUTION: This email originated from outside of the organization. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Hi Larry

How about the 5th at 10:30?

Sent from my iPhone

On Jul 28, 2020, at 1:36 PM, Larry Jones <ljones@pageaz.gov> wrote:

Do you have any open appointments next week?

Larry Jones
Support Services Lieutenant
Page Police Department
808 Coppermine Road
P.O. Box 3005, Page, AZ 86040
Tel: 928.645.4378 | Fax: 928.645.4128
ljones@pageaz.gov | pageaz.gov |
<image001.png>

<image002.png>

<image003.png>

****NOTICE****

To ensure compliance with the Open Meeting Law, recipients of this message should not forward it to other members of the public body. Members of the public body may reply to this message, but they should not send a copy of the reply to other members.

Cindy Scott

From: Larry Jones
Sent: Tuesday, July 28, 2020 1:24 PM
To: [REDACTED]
Cc: Drew Sanders; Danny Benzon
Subject: Polygraph Appointment
Attachments: Statement of Personal History (Fillable).docx

Hi [REDACTED]

Your polygraph appointment has been confirmed for Wednesday August 5, 2020 at 10:30 a.m. at Northland Investigations, located at 930 N Switzer Canyon Dr STE 111, Flagstaff, AZ. It will be with Dan Caputo. Please fill out the attached questionnaire and bring it with you to the appointment. Their website, <http://northlandinvestigations.com/>, has some helpful information. Let me know if you have any questions.

Thank you,

Larry Jones

Support Services Lieutenant

Page Police Department

808 Coppermine Road

P.O. Box 3005, Page, AZ 86040

Tel: 928.645.4378 | Fax: 928.645.4128

ljones@pageaz.gov | pageaz.gov |  



****NOTICE****

To ensure compliance with the Open Meeting Law, recipients of this message should not forward it to other members of the public body. Members of the public body may reply to this message, but they should not send a copy of the reply to other members.

Cindy Scott

From: Dan Caputo <d.caputo@northlandinvestigations.com>
Sent: Tuesday, July 28, 2020 1:11 PM
To: Larry Jones
Subject: Re: Polygraph

CAUTION: This email originated from outside of the organization. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Sounds good

Sent from my iPhone

On Jul 28, 2020, at 2:08 PM, Larry Jones <ljones@pageaz.gov> wrote:

Ok, confirmed for the 5th at 10:30am. It will be for our Administrative Assistant position. Will it be at your office?

Larry Jones
Support Services Lieutenant
Page Police Department
808 Coppermine Road
P.O. Box 3005, Page, AZ 86040
Tel: 928.645.4378 | Fax: 928.645.4128
ljones@pageaz.gov | pageaz.gov |
<image001.png>

<image002.png>

<image003.png>

****NOTICE****

To ensure compliance with the Open Meeting Law, recipients of this message should not forward it to other members of the public body. Members of the public body may reply to this message, but they should not send a copy of the reply to other members.

From: Dan Caputo <d.caputo@northlandinvestigations.com>
Sent: Tuesday, July 28, 2020 12:48 PM
To: Larry Jones <ljones@pageaz.gov>
Subject: Re: Polygraph

CAUTION: This email originated from outside of the organization. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Hi Larry
How about the 5th at 10:30?

Sent from my iPhone

On Jul 28, 2020, at 1:36 PM, Larry Jones <ljones@pageaz.gov> wrote:

Do you have any open appointments next week?

Larry Jones
Support Services Lieutenant
Page Police Department
808 Coppermine Road
P.O. Box 3005, Page, AZ 86040
Tel: 928.645.4378 | Fax: 928.645.4128
ljones@pageaz.gov | pageaz.gov |
<image001.png>

<image002.png>

<image003.png>

****NOTICE****

To ensure compliance with the Open Meeting Law, recipients of this message should not forward it to other members of the public body. Members of the public body may reply to this message, but they should not send a copy of the reply to other members.

<AZ Post - [REDACTED] - AA.pdf>

Cindy Scott

From: Larry Jones
Sent: Monday, June 22, 2020 4:51 PM
To: Drew Sanders; Tim Lange
Subject: FW: Polygraph Reports
Attachments: 20-N0610 [REDACTED] (Page).pdf; 20-N0611 [REDACTED] (Page).pdf

FYI...Here are the polygraph reports for [REDACTED] and [REDACTED]

Dan Caputo is reaching out to his contact in Idaho to try and coordinate a follow-up polygraph for [REDACTED] I spoke to [REDACTED] today and updated him.

The incident is not an automatic AZPOST disqualifier because it is not a felony conviction.

Larry Jones

Support Services Lieutenant
Page Police Department
808 Coppermine Road
P.O. Box 3005, Page, AZ 86040
Tel: 928.645.4378 | Fax: 928.645.4128

ljones@pageaz.gov | pageaz.gov |  



****NOTICE****

To ensure compliance with the Open Meeting Law, recipients of this message should not forward it to other members of the public body. Members of the public body may reply to this message, but they should not send a copy of the reply to other members.

From: Dan Caputo <d.caputo@northlandinvestigations.com>
Sent: Monday, June 22, 2020 8:21 AM
To: Larry Jones <ljones@pageaz.gov>
Subject: Polygraph Reports

CAUTION: This email originated from outside of the organization. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Good morning Larry,
Attached are the reports from last week. I am only sending them to you due to the sensitivity of the content.
Thanks!

Dan Caputo

Northland Investigations, LLC
928-607-2153

Cindy Scott

From: Dan Caputo <d.caputo@northlandinvestigations.com>
Sent: Monday, June 22, 2020 2:11 PM
To: Larry Jones
Subject: RE: Polygraph
Attachments: 20-N0613 [REDACTED] (Page).pdf

CAUTION: This email originated from outside of the organization. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Hi Larry,
Here is the report for [REDACTED]. The other two reports were sent this morning. Let me know if you have any questions.
Thanks!

Dan Caputo
Northland Investigations, LLC
928-607-2153

From: Larry Jones <ljones@pageaz.gov>
Sent: Tuesday, June 16, 2020 12:34 PM
To: Dan Caputo <d.caputo@northlandinvestigations.com>
Cc: erik@northlandinvestigations.com
Subject: RE: Polygraph

We would like to reserve the following appointments:

[REDACTED] Friday 6-19-20 at 2pm

[REDACTED] Monday 6-22-20 at 10:30am

I attached their AZPOST applications. Let me know if you need anything else.

Thanks,

Larry Jones
Support Services Lieutenant
Page Police Department
808 Coppermine Road
P.O. Box 3005, Page, AZ 86040
Tel: 928.645.4378 | Fax: 928.645.4128

ljones@pageaz.gov | pageaz.gov |  



****NOTICE****

To ensure compliance with the Open Meeting Law, recipients of this message should not forward it to other members of the public body. Members of the public body may reply to this message, but they should not send a copy of the reply to other members.

From: Dan Caputo <d.caputo@northlandinvestigations.com>
Sent: Tuesday, June 16, 2020 8:45 AM
To: Larry Jones <ljones@pageaz.gov>
Cc: 'Erik' <erik@northlandinvestigations.com>
Subject: RE: Polygraph

CAUTION: This email originated from outside of the organization. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Good morning Larry,
I can do this Friday (June 19th) at 2pm and I have two slots open on Monday the 22nd. The slots on Monday are at 8:30 and 10:30. Or, I can do July 1st?

From: Larry Jones <ljones@pageaz.gov>
Sent: Tuesday, June 16, 2020 8:41 AM
To: Dan Caputo <d.caputo@northlandinvestigations.com>; erik@northlandinvestigations.com
Subject: Polygraph

Good Morning,

We are looking for polygraph appointments for 2 police officer recruits. Do you have anything available in the next couple weeks?

Larry Jones
Support Services Lieutenant
Page Police Department
808 Coppermine Road
P.O. Box 3005, Page, AZ 86040
Tel: 928.645.4378 | Fax: 928.645.4128
ljones@pageaz.gov | pageaz.gov |  



****NOTICE****

To ensure compliance with the Open Meeting Law, recipients of this message should not forward it to other members of the public body. Members of the public body may reply to this message, but they should not send a copy of the reply to other members.

Cindy Scott

From: Dan Caputo <d.caputo@northlandinvestigations.com>
Sent: Tuesday, June 16, 2020 12:47 PM
To: Larry Jones
Subject: RE: Polygraph

CAUTION: This email originated from outside of the organization. Do not click links or open attachments unless you recognize the sender and know the content is safe.

About 2 hours?

From: Larry Jones <ljones@pageaz.gov>
Sent: Tuesday, June 16, 2020 12:41 PM
To: Dan Caputo <d.caputo@northlandinvestigations.com>
Subject: RE: Polygraph

Dan,

We are trying to schedule their medical exams as well while they are down there. In general, how long will the polygraph exam take?

From: Dan Caputo <d.caputo@northlandinvestigations.com>
Sent: Tuesday, June 16, 2020 12:39 PM
To: Larry Jones <ljones@pageaz.gov>
Cc: erik@northlandinvestigations.com
Subject: RE: Polygraph

CAUTION: This email originated from outside of the organization. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Sounds good! Thanks Larry

From: Larry Jones <ljones@pageaz.gov>
Sent: Tuesday, June 16, 2020 12:34 PM
To: Dan Caputo <d.caputo@northlandinvestigations.com>
Cc: erik@northlandinvestigations.com
Subject: RE: Polygraph

We would like to reserve the following appointments:

██████████ Friday 6-19-20 at 2pm

██████████ Monday 6-22-20 at 10:30am

I attached their AZPOST applications. Let me know if you need anything else.

Thanks,

Larry Jones

Support Services Lieutenant

Page Police Department

808 Coppermine Road

P.O. Box 3005, Page, AZ 86040

Tel: 928.645.4378 | Fax: 928.645.4128

ljones@pageaz.gov | pageaz.gov |  



******NOTICE******

To ensure compliance with the Open Meeting Law, recipients of this message should not forward it to other members of the public body. Members of the public body may reply to this message, but they should not send a copy of the reply to other members.

From: Dan Caputo <d.caputo@northlandinvestigations.com>

Sent: Tuesday, June 16, 2020 8:45 AM

To: Larry Jones <ljones@pageaz.gov>

Cc: 'Erik' <erik@northlandinvestigations.com>

Subject: RE: Polygraph

CAUTION: This email originated from outside of the organization. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Good morning Larry,

I can do this Friday (June 19th) at 2pm and I have two slots open on Monday the 22nd. The slots on Monday are at 8:30 and 10:30. Or, I can do July 1st?

From: Larry Jones <ljones@pageaz.gov>

Sent: Tuesday, June 16, 2020 8:41 AM

To: Dan Caputo <d.caputo@northlandinvestigations.com>; erik@northlandinvestigations.com

Subject: Polygraph

Good Morning,

We are looking for polygraph appointments for 2 police officer recruits. Do you have anything available in the next couple weeks?

Larry Jones

Support Services Lieutenant

Page Police Department

808 Coppermine Road

P.O. Box 3005, Page, AZ 86040

Tel: 928.645.4378 | Fax: 928.645.4128

ljones@pageaz.gov | pageaz.gov |  



****NOTICE****

To ensure compliance with the Open Meeting Law, recipients of this message should not forward it to other members of the public body. Members of the public body may reply to this message, but they should not send a copy of the reply to other members.

Cindy Scott

From: Danny Benzon
Sent: Tuesday, June 9, 2020 11:55 AM
To: Larry Jones
Cc: Tim Lange; Drew Sanders
Subject: RE: Polygraph

Lt.
I contacted [REDACTED] about the polygraph. He will contact Dan Caputo to schedule an appointment with him. The option on 6/19 will not work due to a conflict with a meeting We scheduled for [REDACTED] with the Chief that day at 1030.
Benzon

From: Larry Jones <ljones@pageaz.gov>
Sent: Tuesday, June 9, 2020 10:41 AM
To: Danny Benzon <dbenzon@pageaz.gov>; Tim Lange <tlange@pageaz.gov>
Subject: FW: Polygraph

Whoever is working on [REDACTED] background, see below for information on potential polygraph dates. Let me know if either will work for [REDACTED]

Thanks,

Larry Jones
Support Services Lieutenant
Page Police Department
808 Coppermine Road
P.O. Box 3005, Page, AZ 86040
Tel: 928.645.4378 | Fax: 928.645.4128
ljones@pageaz.gov | pageaz.gov |  



******NOTICE******

To ensure compliance with the Open Meeting Law, recipients of this message should not forward it to other members of the public body. Members of the public body may reply to this message, but they should not send a copy of the reply to other members.

From: Dan Caputo <d.caputo@northlandinvestigations.com>
Sent: Tuesday, June 9, 2020 8:27 AM
To: Larry Jones <ljones@pageaz.gov>; erik@northlandinvestigations.com
Subject: RE: Polygraph

CAUTION: This email originated from outside of the organization. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Good morning Larry,

Good to hear from you...I have a slot on the 19th at 10:30 at our Switzer Office? I can also make the 22nd work if you needed it after the weekend? Let me know what works best.

Thanks!

Dan

From: Larry Jones <ljones@pageaz.gov>

Sent: Tuesday, June 9, 2020 7:57 AM

To: Dan Caputo <d.caputo@northlandinvestigations.com>; erik@northlandinvestigations.com

Subject: Polygraph

Good Morning,

We have a lateral officer from Idaho in backgrounds right now. He is coming to Arizona at the end of next week. Do you have anything available around that time?

Thanks,

Larry Jones

Support Services Lieutenant

Page Police Department

808 Coppermine Road

P.O. Box 3005, Page, AZ 86040

Tel: 928.645.4378 | Fax: 928.645.4128

ljones@pageaz.gov | pageaz.gov |  



****NOTICE****

To ensure compliance with the Open Meeting Law, recipients of this message should not forward it to other members of the public body. Members of the public body may reply to this message, but they should not send a copy of the reply to other members.

Cindy Scott

From: Jaclyn Morris
Sent: Monday, March 9, 2020 8:40 AM
To: Larry Jones
Subject: FW: Poly Report for [REDACTED]
Attachments: 20-PD0302E [REDACTED] (DLST).pdf

FYI...

-----Original Message-----

From: erik@northlandinvestigations.com <erik@northlandinvestigations.com>
Sent: Friday, March 06, 2020 1:16 PM
To: Jaclyn Morris <jmorris@pageaz.gov>
Cc: dan <dan@northlandinvestigations.com>
Subject: Poly Report for [REDACTED]

CAUTION: This email originated from outside of the organization. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Good afternoon Jaclyn-

Here is the polygraph report for [REDACTED] from today. She passed without any issues. Let me know if you have any questions on it. Thanks!

Erik

Current Scams: Change your payroll information, IT requires you to change your password, IRS payments, Invoices, Amazon order issues, Banking issues/account suspended.

IT does its best to protect you from these scams, but sometimes emails will get past our defenses. It is everyone's responsibility to remain vigilant to these attacks.

Cindy Scott

From: Jaclyn Morris
Sent: Monday, February 24, 2020 8:51 AM
To: Larry Jones; erik@northlandinvestigations.com
Subject: RE: Polygraph

██████████ is able to attend the polygraph on 3/6 at 10am.

From: Larry Jones <ljones@pageaz.gov>
Sent: Thursday, February 20, 2020 6:57 PM
To: Jaclyn Morris <jmorris@pageaz.gov>
Subject: Fwd: Polygraph

FYI...
Get [Outlook for iOS](#)

From: Erik <erik@northlandinvestigations.com>
Sent: Thursday, February 20, 2020 6:55:35 PM
To: Larry Jones <ljones@pageaz.gov>
Cc: Dan Caputo <d.caputo@northlandinvestigations.com>
Subject: Re: Polygraph

CAUTION: This email originated from outside of the organization. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Hi Larry-

I have a Friday slot on 03/06 at 1000 of that works for you. It will be with me at the PD office. Let me know if this works and I'll schedule you in. Thanks!

EC

On Feb 12, 2020, at 10:35, Larry Jones <ljones@pageaz.gov> wrote:

Good Morning,

We are looking for a pre-employment polygraph for a dispatch applicant on a Friday if possible. Let me know what you have coming up.

Thanks,

Larry Jones
Support Services Lieutenant
Page Police Department
808 Coppermine Road
P.O. Box 3005, Page, AZ 86040
Tel: 928.645.4378 | Fax: 928.645.4128

ljones@pageaz.gov | pageaz.gov |
<image001.png>

<image002.png>

<image003.png>

****NOTICE****

To ensure compliance with the Open Meeting Law, recipients of this message should not forward it to other members of the public body. Members of the public body may reply to this message, but they should not send a copy of the reply to other members.

Current Scams: Change your payroll information, IT requires you to change your password, IRS payments, Invoices, Amazon order issues, Banking issues/account suspended.

IT does its best to protect you from these scams, but sometimes emails will get past our defenses. It is everyone's responsibility to remain vigilant to these attacks.

Cindy Scott

From: northlandpoly1@gmail.com
Sent: Monday, February 3, 2020 8:44 AM
To: Larry Jones
Cc: 'Erik'
Subject: FW: Poly Report for [REDACTED]
Attachments: 20-PD0109E [REDACTED].pdf

CAUTION: This email originated from outside of the organization. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Good morning Larry,

Attached is the report from Erik. He tried to send it over the weekend, but it looks like our sever was rejected. I am sending this from my gmail account in hopes that it goes through.

Thanks!

-----Original Message-----

From: Dan Caputo <d.caputo@northlandinvestigations.com>
Sent: Monday, February 3, 2020 8:28 AM
To: northlandpoly1@gmail.com
Subject: FW: Poly Report for Mann

-----Original Message-----

From: erik@northlandinvestigations.com <erik@northlandinvestigations.com>
Sent: Saturday, February 1, 2020 4:52 PM
To: Larry Jones <ljones@pageaz.gov>
Cc: dan <dan@northlandinvestigations.com>
Subject: Poly Report for Mann

Hi Larry-

Here is the poly report for [REDACTED] from Friday. Unfortunately, she did not pass in regards to her past illegal drug involvement.

She disclosed that she had prior [REDACTED] during the pre-test that she intentionally left off her application. When I gave her the polygraph and asked about [REDACTED] she did not pass. After she did not pass the polygraph, she disclosed two other times she [REDACTED]. She intentionally did not disclose this in the pre-test and admitted that she attempted to pass the polygraph without disclosing it. During the post-test, she told me that she was embarrassed about having to admit this because she has always been known as a [REDACTED].

Let me know if you have any questions on this one. Thanks!

Erik

Current Scams: Change your payroll information, IT requires you to change your password, IRS payments, Invoices, Amazon order issues, Banking issues/account suspended.

IT does its best to protect you from these scams, but sometimes emails will get past our defenses. It is everyone's responsibility to remain vigilant to these attacks.

Cindy Scott

From: Dan Caputo <d.caputo@northlandinvestigations.com>
Sent: Thursday, January 23, 2020 6:05 AM
To: Larry Jones
Cc: erik@northlandinvestigations.com
Subject: Re: Polygraph

CAUTION: This email originated from outside of the organization. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Great! Thanks Larry!

Sent from my iPhone

On Jan 22, 2020, at 6:22 PM, Larry Jones <ljones@pageaz.gov> wrote:

Confirmed for the 31st at 1pm with Erik. I am out of the office the rest of this week, I'll email the application next week.

Thanks, Larry

Get [Outlook for iOS](#)

From: Jaclyn Morris <jmorris@pageaz.gov>
Sent: Wednesday, January 22, 2020 2:07 PM
To: Larry Jones
Subject: RE: Polygraph

Just called her and she confirmed she can make that day.

From: Larry Jones <ljones@pageaz.gov>
Sent: Wednesday, January 22, 2020 1:50 PM
To: Jaclyn Morris <jmorris@pageaz.gov>
Subject: FW: Polygraph

Jaclyn, make sure this day and time works for your applicant and I will confirm.

From: Dan Caputo <d.caputo@northlandinvestigations.com>
Sent: Wednesday, January 22, 2020 12:46 PM
To: Larry Jones <ljones@pageaz.gov>
Cc: erik@northlandinvestigations.com
Subject: Re: Polygraph

CAUTION: This email originated from outside of the organization. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Hey Larry

How about the 31st at 1pm with Erik at the police department?

Sent from my iPhone

On Jan 22, 2020, at 11:40 AM, Larry Jones <ljones@pageaz.gov> wrote:

Good Morning,

We are looking for the next available pre-employment polygraph for a dispatch applicant. Let me know what you have coming up.

Thanks,

Larry Jones
Support Services Lieutenant
Page Police Department
808 Coppermine Road
P.O. Box 3005, Page, AZ 86040
Tel: 928.645.4378 | Fax: 928.645.4128
ljones@pageaz.gov | pageaz.gov |
<image001.png>

<image002.png>

<image003.png>

****NOTICE****

To ensure compliance with the Open Meeting Law, recipients of this message should not forward it to other members of the public body. Members of the public body may reply to this message, but they should not send a copy of the reply to other members.

Current Scams: Change your payroll information, IT requires you to change your password, IRS payments, Invoices, Amazon order issues, Banking issues/account suspended.

IT does its best to protect you from these scams, but sometimes emails will get past our defenses. It is everyone's responsibility to remain vigilant to these attacks.

Current Scams: Change your payroll information, IT requires you to change your password, IRS payments, Invoices, Amazon order issues, Banking issues/account suspended.

IT does its best to protect you from these scams, but sometimes emails will get past our defenses. It is everyone's responsibility to remain vigilant to these attacks.

Cindy Scott

From: Dan Caputo <d.caputo@northlandinvestigations.com>
Sent: Friday, December 20, 2019 8:17 AM
To: Larry Jones
Subject: Poly Report for [REDACTED]
Attachments: 19-N1208E [REDACTED].pdf

CAUTION: This email originated from outside of the organization. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Good morning Larry,
Attached is the report for [REDACTED] from my examiner Eric Popilek. Let me know if you receive it. Have a very Merry Christmas and a Happy/Safe New year!
Thanks

Dan Caputo
Northland Investigations, LLC
928-607-2153

Current Scams: Change your payroll information, IT requires you to change your password, IRS payments, Invoices, Amazon order issues, Banking issues/account suspended.

IT does its best to protect you from these scams, but sometimes emails will get past our defenses. It is everyone's responsibility to remain vigilant to these attacks.

Cindy Scott

From: erik@northlandinvestigations.com
Sent: Thursday, December 19, 2019 4:24 PM
To: Larry Jones
Cc: dan
Subject: Poly Report for [REDACTED]
Attachments: 19-PD1209E [REDACTED] (DLST).pdf

CAUTION: This email originated from outside of the organization. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Hi Larry-

Here is the polygraph report for [REDACTED] from today. He passed without any issues or new disclosures. Let me know if you have any questions on it. Thanks!

Erik

Current Scams: Change your payroll information, IT requires you to change your password, IRS payments, Invoices, Amazon order issues, Banking issues/account suspended.

IT does its best to protect you from these scams, but sometimes emails will get past our defenses. It is everyone's responsibility to remain vigilant to these attacks.

Cindy Scott

From: Dan Caputo <d.caputo@northlandinvestigations.com>
Sent: Thursday, December 5, 2019 12:32 PM
To: Larry Jones
Subject: RE: Polygraph

CAUTION: This email originated from outside of the organization. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Sounds good thanks!

From: Larry Jones <ljones@pageaz.gov>
Sent: Thursday, December 5, 2019 12:12 PM
To: Dan Caputo <d.caputo@northlandinvestigations.com>
Subject: RE: Polygraph

Dan,

I think that will work. Here is the application. Let me know if you need anything else.

Thanks!

Larry Jones
Support Services Lieutenant
Page Police Department
808 Coppermine Road
P.O. Box 3005, Page, AZ 86040
Tel: 928.645.4378 | **Fax:** 928.645.4128

ljones@pageaz.gov | pageaz.gov |  



******NOTICE******

To ensure compliance with the Open Meeting Law, recipients of this message should not forward it to other members of the public body. Members of the public body may reply to this message, but they should not send a copy of the reply to other members.

From: Dan Caputo <d.caputo@northlandinvestigations.com>
Sent: Thursday, December 5, 2019 10:09 AM
To: Larry Jones <ljones@pageaz.gov>
Subject: RE: Polygraph

CAUTION: This email originated from outside of the organization. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Hey Larry,

How about the 16th at 4pm at our Switzer office. I am bringing an examiner up that day from Phx. His name is also Eric, but not to be confused with my brother Erik.

From: Larry Jones <ljones@pageaz.gov>
Sent: Tuesday, December 3, 2019 3:27 PM
To: Dan Caputo <d.caputo@northlandinvestigations.com>
Subject: RE: Polygraph

Ok, thanks...The usual pre-academy rush right!

Larry Jones
Support Services Lieutenant
Page Police Department
808 Coppermine Road
P.O. Box 3005, Page, AZ 86040
Tel: 928.645.4378 | **Fax:** 928.645.4128
ljones@pageaz.gov | pageaz.gov |  



****NOTICE****

To ensure compliance with the Open Meeting Law, recipients of this message should not forward it to other members of the public body. Members of the public body may reply to this message, but they should not send a copy of the reply to other members.

From: Dan Caputo <d.caputo@northlandinvestigations.com>
Sent: Tuesday, December 3, 2019 3:17 PM
To: Larry Jones <ljones@pageaz.gov>; erik@northlandinvestigations.com
Cc: 'Erik Caputo' <erik@northlandinvestigations.com>
Subject: RE: Polygraph

CAUTION: This email originated from outside of the organization. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Hey Larry,

We will make room! We have had a rush of test requests for the January academy. We are prioritizing officer slots, but I need to move some things around. I should have an option for you by tonight or tomorrow.

Thanks!

From: Larry Jones <ljones@pageaz.gov>
Sent: Tuesday, December 3, 2019 2:56 PM
To: erik@northlandinvestigations.com; Dan Caputo <d.caputo@northlandinvestigations.com>
Subject: Polygraph

Hey guys,

I need another pre-employment polygraph for a patrol officer applicant in December, if you have one available.

Thanks,

Larry Jones

Support Services Lieutenant

Page Police Department

808 Coppermine Road

P.O. Box 3005, Page, AZ 86040

Tel: 928.645.4378 | Fax: 928.645.4128

ljones@pageaz.gov | pageaz.gov |  



****NOTICE****

To ensure compliance with the Open Meeting Law, recipients of this message should not forward it to other members of the public body. Members of the public body may reply to this message, but they should not send a copy of the reply to other members.

Current Scams: Change your payroll information, IT requires you to change your password, IRS payments, Invoices, Amazon order issues, Banking issues/account suspended.

IT does its best to protect you from these scams, but sometimes emails will get past our defenses. It is everyone's responsibility to remain vigilant to these attacks.

Current Scams: Change your payroll information, IT requires you to change your password, IRS payments, Invoices, Amazon order issues, Banking issues/account suspended.

IT does its best to protect you from these scams, but sometimes emails will get past our defenses. It is everyone's responsibility to remain vigilant to these attacks.

Current Scams: Change your payroll information, IT requires you to change your password, IRS payments, Invoices, Amazon order issues, Banking issues/account suspended.

IT does its best to protect you from these scams, but sometimes emails will get past our defenses. It is everyone's responsibility to remain vigilant to these attacks.

Cindy Scott

From: Dan Caputo <d.caputo@northlandinvestigations.com>
Sent: Monday, November 25, 2019 12:36 PM
To: Larry Jones
Cc: erik@northlandinvestigations.com
Subject: RE: Polygraph

CAUTION: This email originated from outside of the organization. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Sounds good thanks!

From: Larry Jones <ljones@pageaz.gov>
Sent: Monday, November 25, 2019 12:32 PM
To: Dan Caputo <d.caputo@northlandinvestigations.com>
Cc: erik@northlandinvestigations.com
Subject: RE: Polygraph

The 19th at 1pm will work great! Here is a copy of his application. Let me know if you need anything else.

Thanks,

Larry Jones

Support Services Lieutenant
Page Police Department
808 Coppermine Road
P.O. Box 3005, Page, AZ 86040
Tel: 928.645.4378 | Fax: 928.645.4128

ljones@pageaz.gov | pageaz.gov |  



****NOTICE****

To ensure compliance with the Open Meeting Law, recipients of this message should not forward it to other members of the public body. Members of the public body may reply to this message, but they should not send a copy of the reply to other members.

From: Dan Caputo <d.caputo@northlandinvestigations.com>
Sent: Monday, November 25, 2019 12:28 PM
To: Larry Jones <ljones@pageaz.gov>
Cc: erik@northlandinvestigations.com
Subject: RE: Polygraph

CAUTION: This email originated from outside of the organization. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Hi Larry,

How about we do this test with Erik on December 19th at 1pm at the Police Department? Will that work? Or I have a slot on December 2nd if you want to knock it out sooner?

From: Larry Jones <ljones@pageaz.gov>
Sent: Thursday, November 21, 2019 3:46 PM
To: Dan Caputo <d.caputo@northlandinvestigations.com>
Cc: erik@northlandinvestigations.com
Subject: RE: Polygraph

Great, thanks!

From: Dan Caputo <d.caputo@northlandinvestigations.com>
Sent: Thursday, November 21, 2019 3:46 PM
To: Larry Jones <ljones@pageaz.gov>
Cc: erik@northlandinvestigations.com
Subject: RE: Polygraph

CAUTION: This email originated from outside of the organization. Do not click links or open attachments unless you recognize the sender and know the content is safe.

That wont be a problem. Ill send you something tomorrow

From: Larry Jones <ljones@pageaz.gov>
Sent: Thursday, November 21, 2019 3:45 PM
To: Dan Caputo <d.caputo@northlandinvestigations.com>
Subject: RE: Polygraph

No rush, maybe mid-December?

Larry Jones
Support Services Lieutenant
Page Police Department
808 Coppermine Road
P.O. Box 3005, Page, AZ 86040
Tel: 928.645.4378 | Fax: 928.645.4128
ljones@pageaz.gov | pageaz.gov |  



****NOTICE****

To ensure compliance with the Open Meeting Law, recipients of this message should not forward it to other members of the public body. Members of the public body may reply to this message, but they should not send a copy of the reply to other members.

From: Dan Caputo <d.caputo@northlandinvestigations.com>
Sent: Thursday, November 21, 2019 3:29 PM
To: Larry Jones <ljones@pageaz.gov>; erik@northlandinvestigations.com
Subject: RE: Polygraph

CAUTION: This email originated from outside of the organization. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Hey Larry,
Let me get with Erik when he gets home tonight and make a plan. How soon do you need the test?

From: Larry Jones <ljones@pageaz.gov>
Sent: Thursday, November 21, 2019 3:27 PM
To: Dan Caputo <d.caputo@northlandinvestigations.com>; erik@northlandinvestigations.com
Subject: Polygraph

Hey Dan and Erik,

Just checking your December schedule for a lateral police officer applicant.

Thanks,

Larry Jones
Support Services Lieutenant
Page Police Department
808 Coppermine Road
P.O. Box 3005, Page, AZ 86040
Tel: 928.645.4378 | Fax: 928.645.4128

ljones@pageaz.gov | pageaz.gov |  



****NOTICE****

To ensure compliance with the Open Meeting Law, recipients of this message should not forward it to other members of the public body. Members of the public body may reply to this message, but they should not send a copy of the reply to other members.

Current Scams: Change your payroll information, IT requires you to change your password, IRS payments, Invoices, Amazon order issues, Banking issues/account suspended.

IT does its best to protect you from these scams, but sometimes emails will get past our defenses. It is everyone's responsibility to remain vigilant to these attacks.

Current Scams: Change your payroll information, IT requires you to change your password, IRS payments, Invoices, Amazon order issues, Banking issues/account suspended.

IT does its best to protect you from these scams, but sometimes emails will get past our defenses. It is everyone's responsibility to remain vigilant to these attacks.

Current Scams: Change your payroll information, IT requires you to change your password, IRS payments, Invoices, Amazon order issues, Banking issues/account suspended.

IT does its best to protect you from these scams, but sometimes emails will get past our defenses. It is everyone's responsibility to remain vigilant to these attacks.

Current Scams: Change your payroll information, IT requires you to change your password, IRS payments, Invoices, Amazon order issues, Banking issues/account suspended.

IT does its best to protect you from these scams, but sometimes emails will get past our defenses. It is everyone's responsibility to remain vigilant to these attacks.

Cindy Scott

From: Erik <erik@northlandinvestigations.com>
Sent: Friday, September 27, 2019 2:59 PM
To: Larry Jones
Subject: Re: Polygraph

CAUTION: This email originated from outside of the organization. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Perfect...thanks Larry. Have a great weekend!

EC

> On Sep 27, 2019, at 13:30, Larry Jones <ljones@pageaz.gov> wrote:

>

> Erik,

>

> Sandi Klain, Records Supervisor, has the info and will send it on Monday.

>

> Larry

>

> -----Original Message-----

> From: erik@northlandinvestigations.com

> <erik@northlandinvestigations.com>

> Sent: Friday, September 27, 2019 12:41 PM

> To: Larry Jones <ljones@pageaz.gov>

> Cc: Dan Caputo <d.caputo@northlandinvestigations.com>

> Subject: Re: Polygraph

>

> CAUTION: This email originated from outside of the organization. Do not click links or open attachments unless you recognize the sender and know the content is safe.

>

> Good afternoon Larry-

>

> I was just checking in to see how the testing went and if you had a name for our slot on 10/08? Let me know what you think. Thanks!

>

> EC

>

>

>

> Quoting Larry Jones <ljones@pageaz.gov>:

>

>> No problem Erik, I will be sometime after the 26th when we hold the

>> next testing.

>>

>> From: Erik Caputo <erik@northlandinvestigations.com>

>> Sent: Monday, September 16, 2019 5:07 PM

>> To: Larry Jones <ljones@pageaz.gov>

>> Cc: Dan Caputo <d.caputo@northlandinvestigations.com>
>> Subject: Re: Polygraph
>>
>> CAUTION: This email originated from outside of the organization. Do
>> not click links or open attachments unless you recognize the sender
>> and know the content is safe.
>> Hi Larry-
>>
>> Yes, 10/08 at 1300 hrs with me at the PD office for the other one.
>> Send me info on this one when you can. Thanks!
>> EC
>>
>> On Sep 16, 2019, at 16:54, Larry Jones
>> <ljones@pageaz.gov<mailto:ljones@pageaz.gov>> wrote:
>> Ok, second applicant with Erik on Oct 8th at 1pm. At the PD? Our
>> current applicant said she can do this Saturday if its in the
>> afternoon.
>>
>> From: Dan Caputo
>> <d.caputo@northlandinvestigations.com<mailto:d.caputo@northlandinvest
>> i
>> gations.com>>
>> Sent: Monday, September 16, 2019 4:36 PM
>> To: Larry Jones <ljones@pageaz.gov<mailto:ljones@pageaz.gov>>
>> Cc: 'Erik Caputo'
>> <erik@northlandinvestigations.com<mailto:erik@northlandinvestigations.
>> com>>
>> Subject: RE: Polygraph
>>
>>
>> CAUTION: This email originated from outside of the organization. Do
>> not click links or open attachments unless you recognize the sender
>> and know the content is safe.
>> Lets plan for the other test on October 8th with Erik at 1pm. I don't
>> have the 10th open any longer...
>>
>>
>> From: Larry Jones <ljones@pageaz.gov<mailto:ljones@pageaz.gov>>
>> Sent: Monday, September 16, 2019 2:46 PM
>> To: Dan Caputo
>> <d.caputo@northlandinvestigations.com<mailto:d.caputo@northlandinvest
>> i
>> gations.com>>
>> Subject: RE: Polygraph
>>
>> We might be able to do one of them, our next testing isn't until the
>> 26th. What time and where on Saturday?
>>
>> From: Dan Caputo
>> <d.caputo@northlandinvestigations.com<mailto:d.caputo@northlandinvest
>> i
>> gations.com>>

>> Sent: Monday, September 16, 2019 2:41 PM
>> To: Larry Jones <ljones@pageaz.gov<mailto:ljones@pageaz.gov>>
>> Subject: RE: Polygraph
>>
>>
>> CAUTION: This email originated from outside of the organization. Do
>> not click links or open attachments unless you recognize the sender
>> and know the content is safe.
>> We had two slots come open this Saturday in Flagstaff with one of my
>> examiners from down south? Is that too soon?
>>
>> From: Larry Jones <ljones@pageaz.gov<mailto:ljones@pageaz.gov>>
>> Sent: Monday, September 16, 2019 2:39 PM
>> To: Dan Caputo
>> <d.caputo@northlandinvestigations.com<mailto:d.caputo@northlandinvest
>> i
>> gations.com>>
>> Subject: RE: Polygraph
>>
>> Dan, our Records Supervisor wants to get the polygraphs done as soon
>> as possible. Can we still reserve the two spots on October
>> 10th...10:30 and 2? 2pm for Records Clerk applicant [REDACTED] I
>> attached her application. The 10:30 will be for a second Records
>> Clerk applicant, we are holding another testing next week and then I
>> will provide the second name. Will these be at the PD or Switzer
>> office?
>>
>> Larry Jones
>> Support Services Lieutenant
>> Page Police Department
>> 808 Coppermine Road
>> P.O. Box 3005, Page, AZ 86040
>> Tel: 928.645.4378 | Fax: 928.645.4128
>> ljones@pageaz.gov<mailto:ljones@pageaz.gov> |
>> pageaz.gov<http://www.pageaz.gov/> |
>> <image001.png><https://www.facebook.com/CityofPage/>
>> <image002.png><https://www.linkedin.com/company/city-of-page>
>>
>>
>> <image003.png>
>>
>> ****NOTICE****
>> To ensure compliance with the Open Meeting Law, recipients of this
>> message should not forward it to other members of the public body.
>> Members of the public body may reply to this message, but they should
>> not send a copy of the reply to other members.
>>
>>
>>
>> From: Dan Caputo
>> <d.caputo@northlandinvestigations.com<mailto:d.caputo@northlandinvest
>> i

>> gations.com>>
>> Sent: Wednesday, September 11, 2019 8:35 PM
>> To: Larry Jones <ljones@pageaz.gov<mailto:ljones@pageaz.gov>>
>> Subject: RE: Polygraph
>>
>>
>> CAUTION: This email originated from outside of the organization. Do
>> not click links or open attachments unless you recognize the sender
>> and know the content is safe.
>> Looks like I wont be coming till the week of the 21st .I can both of
>> these applicants in on the 10th at 10:30 and 2? Will that work?
>>
>> From: Larry Jones <ljones@pageaz.gov<mailto:ljones@pageaz.gov>>
>> Sent: Tuesday, September 10, 2019 4:21 PM
>> To: Dan Caputo
>> <d.caputo@northlandinvestigations.com<mailto:d.caputo@northlandinvest
>> i
>> gations.com>>
>> Subject: RE: Polygraph
>>
>> If your trip is in the beginning of October, that would probably work.
>>
>> Larry Jones
>> Support Services Lieutenant
>> Page Police Department
>> 808 Coppermine Road
>> P.O. Box 3005, Page, AZ 86040
>> Tel: 928.645.4378 | Fax: 928.645.4128
>> ljones@pageaz.gov<mailto:ljones@pageaz.gov> |
>> pageaz.gov<http://www.pageaz.gov/> |
>> <image001.png><https://www.facebook.com/CityofPage/>
>> <image002.png><https://www.linkedin.com/company/city-of-page>
>>
>>
>> <image003.png>
>>
>> ****NOTICE****
>> To ensure compliance with the Open Meeting Law, recipients of this
>> message should not forward it to other members of the public body.
>> Members of the public body may reply to this message, but they should
>> not send a copy of the reply to other members.
>>
>>
>>
>> From: Dan Caputo
>> <d.caputo@northlandinvestigations.com<mailto:d.caputo@northlandinvest
>> i
>> gations.com>>
>> Sent: Tuesday, September 10, 2019 12:20 PM
>> To: Larry Jones <ljones@pageaz.gov<mailto:ljones@pageaz.gov>>;
>> erik@northlandinvestigations.com<mailto:erik@northlandinvestigations.
>> c

>> om>
>> Subject: RE: Polygraph
>>
>>
>> CAUTION: This email originated from outside of the organization. Do
>> not click links or open attachments unless you recognize the sender
>> and know the content is safe.
>> Hi Larry,
>> I am still trying to coordinate a trip to Page in October. How soon
>> do you need these?
>>
>> From: Larry Jones <ljones@pageaz.gov<mailto:ljones@pageaz.gov>>
>> Sent: Tuesday, September 10, 2019 7:55 AM
>> To: Dan Caputo
>> <d.caputo@northlandinvestigations.com<mailto:d.caputo@northlandinvest
>> i
>> gations.com>>;
>> erik@northlandinvestigations.com<mailto:erik@northlandinvestigations.
>> c

>> om>
>> Subject: FW: Polygraph
>>
>> Hi Dan and Erik,
>>
>> We are looking for two polygraph appointments for two Records Clerk
>> applicants...not sure if you have anything in the next couple weeks.
>> Let me know.

>>
>> Thanks,
>>
>> Larry Jones
>> Support Services Lieutenant
>> Page Police Department
>> 808 Coppermine Road
>> P.O. Box 3005, Page, AZ 86040
>> Tel: 928.645.4378 | Fax: 928.645.4128
>> ljones@pageaz.gov<mailto:ljones@pageaz.gov> |
>> pageaz.gov<http://www.pageaz.gov/> |
>> <image001.png><https://www.facebook.com/CityofPage/>
>> <image002.png><https://www.linkedin.com/company/city-of-page>

>>
>>
>> <image003.png>
>>
>> ****NOTICE****
>> To ensure compliance with the Open Meeting Law, recipients of this
>> message should not forward it to other members of the public body.
>> Members of the public body may reply to this message, but they should
>> not send a copy of the reply to other members.

>>
>>
>>

>> From: Sandi Klain <sklain@pageaz.gov<mailto:sklain@pageaz.gov>>

>> Sent: Monday, September 9, 2019 4:16 PM

>> To: Larry Jones <ljones@pageaz.gov<mailto:ljones@pageaz.gov>>

>> Subject: Polygraph

>>

>> Larry,

>>

>> Can you see when the next polygraph is available for the two

>> individuals that I have in backgrounds for Records?

>>

>> Thank you.

>>

>> Sandi Klain

>> Executive Management Assistant / S.A.A.

>> Page Police Department

>> 808 Coppermine Road

>> P.O. Box 3005, Page, AZ 86040

>> Tel: 928.645.4106 | Fax: 928.645.4369

>> sklain@pageaz.gov<mailto:sklain@pageaz.gov> |

>> pageaz.gov<http://www.pageaz.gov/> |

>> <image001.png><https://www.facebook.com/CityofPage/>

>> <image002.png><https://www.linkedin.com/company/city-of-page>

>>

>> <image003.png>

>>

>> ****NOTICE****

>> To ensure compliance with the Open Meeting Law, recipients of this

>> message should not forward it to other members of the public body.

>> Members of the public body may reply to this message, but they should

>> not send a copy of the reply to other members.

>>

>> Current Scams: Change your payroll information, IT requires you to

>> change your password, IRS payments, invoices, Amazon order issues,

>> Banking issues/account suspended.

>>

>> IT does its best to protect you from these scams, but sometimes

>> emails will get past our defenses. It is everyone's responsibility

>> to remain vigilant to these attacks.

>> Current Scams: Change your payroll information, IT requires you to

>> change your password, IRS payments, invoices, Amazon order issues,

>> Banking issues/account suspended.

>>

>> IT does its best to protect you from these scams, but sometimes

>> emails will get past our defenses. It is everyone's responsibility

>> to remain vigilant to these attacks.

>> Current Scams: Change your payroll information, IT requires you to

>> change your password, IRS payments, invoices, Amazon order issues,

>> Banking issues/account suspended.

>>

>> IT does its best to protect you from these scams, but sometimes

>> emails will get past our defenses. It is everyone's responsibility

>> to remain vigilant to these attacks.

>> Current Scams: Change your payroll information, IT requires you to
>> change your password, IRS payments, Invoices, Amazon order issues,
>> Banking issues/account suspended.

>>
>> IT does its best to protect you from these scams, but sometimes
>> emails will get past our defenses. It is everyone's responsibility
>> to remain vigilant to these attacks.

>> Current Scams: Change your payroll information, IT requires you to
>> change your password, IRS payments, Invoices, Amazon order issues,
>> Banking issues/account suspended.

>>
>> IT does its best to protect you from these scams, but sometimes
>> emails will get past our defenses. It is everyone's responsibility
>> to remain vigilant to these attacks.

>
>
>

> Current Scams: Change your payroll information, IT requires you to change your password, IRS payments, Invoices, Amazon order issues, Banking issues/account suspended.

>
> IT does its best to protect you from these scams, but sometimes emails will get past our defenses. It is everyone's responsibility to remain vigilant to these attacks.

Current Scams: Change your payroll information, IT requires you to change your password, IRS payments, Invoices, Amazon order issues, Banking issues/account suspended.

IT does its best to protect you from these scams, but sometimes emails will get past our defenses. It is everyone's responsibility to remain vigilant to these attacks.

Cindy Scott

From: erik@northlandinvestigations.com
Sent: Wednesday, September 25, 2019 5:20 PM
To: Larry Jones
Cc: dan
Subject: Poly Report for [REDACTED]
Attachments: 19-N0904E [REDACTED].pdf

CAUTION: This email originated from outside of the organization. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Hi Larry-

Here is the report for [REDACTED] from [REDACTED]. Looks like she passed without any issues. Let me know if you have any questions.

Thanks!

EC

Current Scams: Change your payroll information, IT requires you to change your password, IRS payments, Invoices, Amazon order issues, Banking issues/account suspended.

IT does its best to protect you from these scams, but sometimes emails will get past our defenses. It is everyone's responsibility to remain vigilant to these attacks.

Cindy Scott

From: Dan Caputo <d.caputo@northlandinvestigations.com>
Sent: Friday, September 20, 2019 9:01 AM
To: Larry Jones
Subject: Poly Report for [REDACTED]
Attachments: 19-N0908[REDACTED].pdf

CAUTION: This email originated from outside of the organization. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Hey Larry,
Attached is the report we discussed. Let me know if you have any questions.
Thanks

Dan Caputo
Northland Investigations, LLC
928-607-2153

Current Scams: Change your payroll information, IT requires you to change your password, IRS payments, Invoices, Amazon order issues, Banking issues/account suspended.

IT does its best to protect you from these scams, but sometimes emails will get past our defenses. It is everyone's responsibility to remain vigilant to these attacks.

Cindy Scott

From: Dan Caputo <d.caputo@northlandinvestigations.com>
Sent: Monday, September 16, 2019 5:10 PM
To: Larry Jones
Cc: erik@northlandinvestigations.com
Subject: RE: Polygraph

CAUTION: This email originated from outside of the organization. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Actually, lets plan for 4pm on Saturday at the Switzer office.

From: Larry Jones <ljones@pageaz.gov>
Sent: Monday, September 16, 2019 4:55 PM
To: Dan Caputo <d.caputo@northlandinvestigations.com>
Cc: erik@northlandinvestigations.com
Subject: RE: Polygraph

Ok, second applicant with Erik on Oct 8th at 1pm. At the PD? Our current applicant said she can do this Saturday if its in the afternoon.

From: Dan Caputo <d.caputo@northlandinvestigations.com>
Sent: Monday, September 16, 2019 4:36 PM
To: Larry Jones <ljones@pageaz.gov>
Cc: 'Erik Caputo' <erik@northlandinvestigations.com>
Subject: RE: Polygraph

CAUTION: This email originated from outside of the organization. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Lets plan for the other test on October 8th with Erik at 1pm. I don't have the 10th open any longer...

From: Larry Jones <ljones@pageaz.gov>
Sent: Monday, September 16, 2019 2:46 PM
To: Dan Caputo <d.caputo@northlandinvestigations.com>
Subject: RE: Polygraph

We might be able to do one of them, our next testing isn't until the 26th. What time and where on Saturday?

From: Dan Caputo <d.caputo@northlandinvestigations.com>
Sent: Monday, September 16, 2019 2:41 PM
To: Larry Jones <ljones@pageaz.gov>
Subject: RE: Polygraph

CAUTION: This email originated from outside of the organization. Do not click links or open attachments unless you recognize the sender and know the content is safe.

We had two slots come open this Saturday in Flagstaff with one of my examiners from down south? Is that too soon?

From: Larry Jones <ljones@pageaz.gov>
Sent: Monday, September 16, 2019 2:39 PM
To: Dan Caputo <d.caputo@northlandinvestigations.com>
Subject: RE: Polygraph

Dan, our Records Supervisor wants to get the polygraphs done as soon as possible. Can we still reserve the two spots on October 10th ...10:30 and 2? 2pm for Records Clerk applicant [REDACTED] I attached her application. The 10:30 will be for a second Records Clerk applicant, we are holding another testing next week and then I will provide the second name. Will these be at the PD or Switzer office?

Larry Jones
Support Services Lieutenant
Page Police Department
808 Coppermine Road
P.O. Box 3005, Page, AZ 86040
Tel: 928.645.4378 | Fax: 928.645.4128
ljones@pageaz.gov | pageaz.gov |  



****NOTICE****

To ensure compliance with the Open Meeting Law, recipients of this message should not forward it to other members of the public body. Members of the public body may reply to this message, but they should not send a copy of the reply to other members.

From: Dan Caputo <d.caputo@northlandinvestigations.com>
Sent: Wednesday, September 11, 2019 8:35 PM
To: Larry Jones <ljones@pageaz.gov>
Subject: RE: Polygraph

CAUTION: This email originated from outside of the organization. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Looks like I wont be coming till the week of the 21st .I can both of these applicants in on the 10th at 10:30 and 2? Will that work?

From: Larry Jones <ljones@pageaz.gov>
Sent: Tuesday, September 10, 2019 4:21 PM
To: Dan Caputo <d.caputo@northlandinvestigations.com>
Subject: RE: Polygraph

If your trip is in the beginning of October, that would probably work.

Larry Jones

Support Services Lieutenant
Page Police Department
808 Coppermine Road
P.O. Box 3005, Page, AZ 86040
Tel: 928.645.4378 | Fax: 928.645.4128

ljones@pageaz.gov | pageaz.gov |  



****NOTICE****

To ensure compliance with the Open Meeting Law, recipients of this message should not forward it to other members of the public body. Members of the public body may reply to this message, but they should not send a copy of the reply to other members.

From: Dan Caputo <d.caputo@northlandinvestigations.com>
Sent: Tuesday, September 10, 2019 12:20 PM
To: Larry Jones <ljones@pageaz.gov>; erik@northlandinvestigations.com
Subject: RE: Polygraph

CAUTION: This email originated from outside of the organization. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Hi Larry,
I am still trying to coordinate a trip to Page in October. How soon do you need these?

From: Larry Jones <ljones@pageaz.gov>
Sent: Tuesday, September 10, 2019 7:55 AM
To: Dan Caputo <d.caputo@northlandinvestigations.com>; erik@northlandinvestigations.com
Subject: FW: Polygraph

Hi Dan and Erik,

We are looking for two polygraph appointments for two Records Clerk applicants...not sure if you have anything in the next couple weeks. Let me know.

Thanks,

Larry Jones

Support Services Lieutenant
Page Police Department
808 Coppermine Road
P.O. Box 3005, Page, AZ 86040
Tel: 928.645.4378 | Fax: 928.645.4128

ljones@pageaz.gov | pageaz.gov |  



****NOTICE****



To ensure compliance with the Open Meeting Law, recipients of this message should not forward it to other members of the public body. Members of the public body may reply to this message, but they should not send a copy of the reply to other members.

From: Sandi Klain <sklain@pageaz.gov>
Sent: Monday, September 9, 2019 4:16 PM
To: Larry Jones <ljones@pageaz.gov>
Subject: Polygraph

Larry,

Can you see when the next polygraph is available for the two individuals that I have in backgrounds for Records?

Thank you.

Sandi Klain
Executive Management Assistant / S.A.A.
Page Police Department
808 Coppermine Road
P.O. Box 3005, Page, AZ 86040
Tel: 928.645.4106 | Fax: 928.645.4369
sklain@pageaz.gov | pageaz.gov |  



****NOTICE****

To ensure compliance with the Open Meeting Law, recipients of this message should not forward it to other members of the public body. Members of the public body may reply to this message, but they should not send a copy of the reply to other members.

Current Scams: Change your payroll information, IT requires you to change your password, IRS payments, Invoices, Amazon order issues, Banking issues/account suspended.

IT does its best to protect you from these scams, but sometimes emails will get past our defenses. It is everyone's responsibility to remain vigilant to these attacks.

Current Scams: Change your payroll information, IT requires you to change your password, IRS payments, Invoices, Amazon order issues, Banking issues/account suspended.

IT does its best to protect you from these scams, but sometimes emails will get past our defenses. It is everyone's responsibility to remain vigilant to these attacks.

Current Scams: Change your payroll information, IT requires you to change your password, IRS payments, Invoices, Amazon order issues, Banking issues/account suspended.

IT does its best to protect you from these scams, but sometimes emails will get past our defenses. It is everyone's responsibility to remain vigilant to these attacks.

Current Scams: Change your payroll information, IT requires you to change your password, IRS payments, Invoices, Amazon order issues, Banking issues/account suspended.

IT does its best to protect you from these scams, but sometimes emails will get past our defenses. It is everyone's responsibility to remain vigilant to these attacks.

Current Scams: Change your payroll information, IT requires you to change your password, IRS payments, Invoices, Amazon order issues, Banking issues/account suspended.

IT does its best to protect you from these scams, but sometimes emails will get past our defenses. It is everyone's responsibility to remain vigilant to these attacks.

Cindy Scott

From: Dan Caputo <d.caputo@northlandinvestigations.com>
Sent: Monday, September 16, 2019 5:09 PM
To: Larry Jones
Cc: erik@northlandinvestigations.com
Subject: RE: Polygraph

CAUTION: This email originated from outside of the organization. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Great! Lets put her at 2pm on Saturday at the Switzer Office

From: Larry Jones <ljones@pageaz.gov>
Sent: Monday, September 16, 2019 4:55 PM
To: Dan Caputo <d.caputo@northlandinvestigations.com>
Cc: erik@northlandinvestigations.com
Subject: RE: Polygraph

Ok, second applicant with Erik on Oct 8th at 1pm. At the PD? Our current applicant said she can do this Saturday if its in the afternoon.

From: Dan Caputo <d.caputo@northlandinvestigations.com>
Sent: Monday, September 16, 2019 4:36 PM
To: Larry Jones <ljones@pageaz.gov>
Cc: 'Erik Caputo' <erik@northlandinvestigations.com>
Subject: RE: Polygraph

CAUTION: This email originated from outside of the organization. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Lets plan for the other test on October 8th with Erik at 1pm. I don't have the 10th open any longer...

From: Larry Jones <ljones@pageaz.gov>
Sent: Monday, September 16, 2019 2:46 PM
To: Dan Caputo <d.caputo@northlandinvestigations.com>
Subject: RE: Polygraph

We might be able to do one of them, our next testing isn't until the 26th. What time and where on Saturday?

From: Dan Caputo <d.caputo@northlandinvestigations.com>
Sent: Monday, September 16, 2019 2:41 PM
To: Larry Jones <ljones@pageaz.gov>
Subject: RE: Polygraph

CAUTION: This email originated from outside of the organization. Do not click links or open attachments unless you recognize the sender and know the content is safe.

We had two slots come open this Saturday in Flagstaff with one of my examiners from down south? Is that too soon?

From: Larry Jones <ljones@pageaz.gov>
Sent: Monday, September 16, 2019 2:39 PM
To: Dan Caputo <d.caputo@northlandinvestigations.com>
Subject: RE: Polygraph

Dan, our Records Supervisor wants to get the polygraphs done as soon as possible. Can we still reserve the two spots on October 10th ...10:30 and 2? 2pm for Records Clerk applicant [REDACTED] I attached her application. The 10:30 will be for a second Records Clerk applicant, we are holding another testing next week and then I will provide the second name. Will these be at the PD or Switzer office?

Larry Jones
Support Services Lieutenant
Page Police Department
808 Coppermine Road
P.O. Box 3005, Page, AZ 86040
Tel: 928.645.4378 | Fax: 928.645.4128
ljones@pageaz.gov | pageaz.gov |  



****NOTICE****

To ensure compliance with the Open Meeting Law, recipients of this message should not forward it to other members of the public body. Members of the public body may reply to this message, but they should not send a copy of the reply to other members.

From: Dan Caputo <d.caputo@northlandinvestigations.com>
Sent: Wednesday, September 11, 2019 8:35 PM
To: Larry Jones <ljones@pageaz.gov>
Subject: RE: Polygraph

CAUTION: This email originated from outside of the organization. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Looks like I wont be coming till the week of the 21st .I can both of these applicants in on the 10th at 10:30 and 2? Will that work?

From: Larry Jones <ljones@pageaz.gov>
Sent: Tuesday, September 10, 2019 4:21 PM
To: Dan Caputo <d.caputo@northlandinvestigations.com>
Subject: RE: Polygraph

If your trip is in the beginning of October, that would probably work.

Larry Jones

Support Services Lieutenant

Page Police Department

808 Coppermine Road

P.O. Box 3005, Page, AZ 86040

Tel: 928.645.4378 | Fax: 928.645.4128

ljones@pageaz.gov | pageaz.gov |  



****NOTICE****

To ensure compliance with the Open Meeting Law, recipients of this message should not forward it to other members of the public body. Members of the public body may reply to this message, but they should not send a copy of the reply to other members.

From: Dan Caputo <d.caputo@northlandinvestigations.com>

Sent: Tuesday, September 10, 2019 12:20 PM

To: Larry Jones <ljones@pageaz.gov>; erik@northlandinvestigations.com

Subject: RE: Polygraph

CAUTION: This email originated from outside of the organization. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Hi Larry,

I am still trying to coordinate a trip to Page in October. How soon do you need these?

From: Larry Jones <ljones@pageaz.gov>

Sent: Tuesday, September 10, 2019 7:55 AM

To: Dan Caputo <d.caputo@northlandinvestigations.com>; erik@northlandinvestigations.com

Subject: FW: Polygraph

Hi Dan and Erik,

We are looking for two polygraph appointments for two Records Clerk applicants...not sure if you have anything in the next couple weeks. Let me know.

Thanks,

Larry Jones

Support Services Lieutenant

Page Police Department

808 Coppermine Road

P.O. Box 3005, Page, AZ 86040

Tel: 928.645.4378 | Fax: 928.645.4128

ljones@pageaz.gov | pageaz.gov |  



****NOTICE****



To ensure compliance with the Open Meeting Law, recipients of this message should not forward it to other members of the public body. Members of the public body may reply to this message, but they should not send a copy of the reply to other members.

From: Sandi Klain <sklain@pageaz.gov>
Sent: Monday, September 9, 2019 4:16 PM
To: Larry Jones <ljones@pageaz.gov>
Subject: Polygraph

Larry,

Can you see when the next polygraph is available for the two individuals that I have in backgrounds for Records?

Thank you.

Sandi Klain
Executive Management Assistant / S.A.A.
Page Police Department
808 Coppermine Road
P.O. Box 3005, Page, AZ 86040
Tel: 928.645.4106 | Fax: 928.645.4369
sklain@pageaz.gov | pageaz.gov |  



****NOTICE****

To ensure compliance with the Open Meeting Law, recipients of this message should not forward it to other members of the public body. Members of the public body may reply to this message, but they should not send a copy of the reply to other members.

Current Scams: Change your payroll information, IT requires you to change your password, IRS payments, Invoices, Amazon order issues, Banking issues/account suspended.

IT does its best to protect you from these scams, but sometimes emails will get past our defenses. It is everyone's responsibility to remain vigilant to these attacks.

Current Scams: Change your payroll information, IT requires you to change your password, IRS payments, Invoices, Amazon order issues, Banking issues/account suspended.

IT does its best to protect you from these scams, but sometimes emails will get past our defenses. It is everyone's responsibility to remain vigilant to these attacks.

Current Scams: Change your payroll information, IT requires you to change your password, IRS payments, Invoices, Amazon order issues, Banking issues/account suspended.

IT does its best to protect you from these scams, but sometimes emails will get past our defenses. It is everyone's responsibility to remain vigilant to these attacks.

Current Scams: Change your payroll information, IT requires you to change your password, IRS payments, Invoices, Amazon order issues, Banking issues/account suspended.

IT does its best to protect you from these scams, but sometimes emails will get past our defenses. It is everyone's responsibility to remain vigilant to these attacks.

Current Scams: Change your payroll information, IT requires you to change your password, IRS payments, Invoices, Amazon order issues, Banking issues/account suspended.

IT does its best to protect you from these scams, but sometimes emails will get past our defenses. It is everyone's responsibility to remain vigilant to these attacks.

Cindy Scott



From: Dan Caputo <d.caputo@northlandinvestigations.com>
Sent: Friday, September 13, 2019 2:23 PM
To: Larry Jones
Subject: RE: [REDACTED] App

CAUTION: This email originated from outside of the organization. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Got it thanks!

From: Larry Jones <ljones@pageaz.gov>
Sent: Friday, September 13, 2019 2:22 PM
To: Dan Caputo <d.caputo@northlandinvestigations.com>
Subject: [REDACTED] App

See attached.

Larry Jones
Support Services Lieutenant
Page Police Department
808 Coppermine Road
P.O. Box 3005, Page, AZ 86040
Tel: 928.645.4378 | Fax: 928.645.4128
ljones@pageaz.gov | pageaz.gov |  



******NOTICE******

To ensure compliance with the Open Meeting Law, recipients of this message should not forward it to other members of the public body. Members of the public body may reply to this message, but they should not send a copy of the reply to other members.

Current Scams: Change your payroll information, IT requires you to change your password, IRS payments, Invoices, Amazon order issues, Banking issues/account suspended.

IT does its best to protect you from these scams, but sometimes emails will get past our defenses. It is everyone's responsibility to remain vigilant to these attacks.

Cindy Scott

From: Dan Caputo <d.caputo@northlandinvestigations.com>
Sent: Thursday, August 29, 2019 6:04 PM
To: Larry Jones; Jaclyn Morris
Subject: Poly Report for [REDACTED]
Attachments: 19-N0811 [REDACTED].pdf

CAUTION: This email originated from outside of the organization. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Good evening,
Attached is the report for [REDACTED] Have a great weekend!
Thanks

Dan Caputo
Northland Investigations, LLC
928-607-2153

Current Scams: Change your payroll information, IT requires you to change your password, IRS payments, Invoices, Amazon order issues, Banking issues/account suspended.

IT does its best to protect you from these scams, but sometimes emails will get past our defenses. It is everyone's responsibility to remain vigilant to these attacks.

Cindy Scott

From: Erik Caputo <erik@northlandinvestigations.com>
Sent: Wednesday, August 28, 2019 12:31 PM
To: Larry Jones
Cc: Dan Caputo
Subject: Re: Polygraph

CAUTION: This email originated from outside of the organization. Do not click links or open attachments unless you recognize the sender and know the content is safe.

I am not available on Friday's before then, but if it doesn't workout for the 13th, let me know and I can get you in later in September. Thanks!

EC

On Aug 28, 2019, at 13:26, Dan Caputo <d.caputo@northlandinvestigations.com> wrote:

I might be able to on the 13th....let me check with Erick to see if he has anything sooner.

From: Larry Jones <ljones@pageaz.gov>
Sent: Wednesday, August 28, 2019 9:42 AM
To: Dan Caputo <d.caputo@northlandinvestigations.com>; 'Erik Caputo' <erik@northlandinvestigations.com>
Subject: Polygraph

Do have any Friday openings in the near future for a police officer applicant?

Larry Jones
Support Services Lieutenant
Page Police Department
808 Coppermine Road
P.O. Box 3005, Page, AZ 86040
Tel: 928.645.4378 | **Fax:** 928.645.4128
ljones@pageaz.gov | pageaz.gov | <image001.png> <image002.png>

<image003.png>

******NOTICE******

To ensure compliance with the Open Meeting Law, recipients of this message should not forward it to other members of the public body. Members of the public body may reply to this message, but they should not send a copy of the reply to other members.



Current Scams: Change your payroll information, IT requires you to change your password, IRS payments, Invoices, Amazon order issues, Banking issues/account suspended.

IT does its best to protect you from these scams, but sometimes emails will get past our defenses. It is everyone's responsibility to remain vigilant to these attacks.

Cindy Scott

From: Drew Sanders
Sent: Monday, August 5, 2019 12:54 PM
To: Larry Jones
Subject: RE: Polygraph

DQ, obviously...

Drew C. Sanders
Chief of Police
Page Police Department
808 Coppermine Rd
P.O. Box 3005, Page, AZ 86040
Tel: 928.645.4357 | Fax: 928.645.4250
dsanders@pageaz.gov |  



******NOTICE******

To ensure compliance with the Open Meeting Law, recipients of this message should not forward it to other members of the public body. Members of the public body may reply to this message, but they should not send a copy of the reply to other members.

From: Larry Jones <ljones@pageaz.gov>
Sent: Monday, August 5, 2019 12:48 PM
To: Drew Sanders <dsanders@pageaz.gov>
Subject: FW: Polygraph

FYI...another applicant (dispatch this time) failed the polygraph and admitted to [REDACTED]

From: Dan Caputo <d.caputo@northlandinvestigations.com>
Sent: Monday, August 5, 2019 8:51 AM
To: Jaclyn Morris <jmorris@pageaz.gov>
Cc: Larry Jones <ljones@pageaz.gov>
Subject: RE: Polygraph

CAUTION: This email originated from outside of the organization. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Good morning,

Attached is the report for the [REDACTED]. She did not pass and made some admissions. She said she was not initially aware that she would have to take a polygraph, so she omitted things from her application. Let me know if you have any questions.

Thanks!

Dan Caputo

Northland Investigations, LLC

928-607-2153

From: Jaclyn Morris <jmorris@pageaz.gov>
Sent: Tuesday, July 16, 2019 8:19 AM
To: Dan Caputo <d.caputo@northlandinvestigations.com>
Subject: RE: Polygraph

Yes that day will work for my applicant please fill us in. Thank you!

Her name is [REDACTED] and she is applying for the Communications Specialist position.

Is there anything else that needs to be done prior to August 2nd?

From: Dan Caputo <d.caputo@northlandinvestigations.com>
Sent: Monday, July 15, 2019 4:01 PM
To: Larry Jones <ljones@pageaz.gov>; 'Erik Caputo' <erik@northlandinvestigations.com>
Cc: Jaclyn Morris <jmorris@pageaz.gov>
Subject: RE: Polygraph

CAUTION: This email originated from outside of the organization. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Good afternoon Jaclyn,

Erik and I are both taking some vacation time this month. Right now, our next available slot is on August 2nd at 8:30 am with me at the following address:

Northland Investigations
930 N. Switzer Canyon
STE 111
Flagstaff, AZ 86004

If something opens up sooner, I will let you know ASAP. Let me know if this will work for you guys.
Thanks!

Dan Caputo

Northland Investigations, LLC



928-607-2153

From: Larry Jones <ljones@pageaz.gov>
Sent: Monday, July 15, 2019 1:11 PM
To: Dan Caputo <d.caputo@northlandinvestigations.com>; 'Erik Caputo' <erik@northlandinvestigations.com>
Cc: Jaclyn Morris <jmorris@pageaz.gov>
Subject: Polygraph

Good Afternoon,

Looking for the next available polygraph for our dispatch applicant, [REDACTED] I have attached her application. Please respond back to our Communications Manager Jaclyn Morris to coordinate. I will be out of the office at a conference all week.

Thanks,

Larry Jones
Support Services Lieutenant
Page Police Department
808 Coppermine Road
P.O. Box 3005, Page, AZ 86040
Tel: 928.645.4378 | Fax: 928.645.4128
ljones@pageaz.gov | pageaz.gov |  



****NOTICE****

To ensure compliance with the Open Meeting Law, recipients of this message should not forward it to other members of the public body. Members of the public body may reply to this message, but they should not send a copy of the reply to other members.

Current Scams: Change your payroll information, IT requires you to change your password, IRS payments, Invoices, Amazon order issues, Banking issues/account suspended.

IT does its best to protect you from these scams, but sometimes emails will get past our defenses. It is everyone's responsibility to remain vigilant to these attacks.

Current Scams: Change your payroll information, IT requires you to change your password, IRS payments, Invoices, Amazon order issues, Banking issues/account suspended.

IT does its best to protect you from these scams, but sometimes emails will get past our defenses. It is everyone's responsibility to remain vigilant to these attacks.

Cindy Scott

From: Dan Caputo <d.caputo@northlandinvestigations.com>
Sent: Tuesday, July 2, 2019 8:37 AM
To: Larry Jones
Cc: 'Carrie Caputo'
Subject: RE: Poly Report for [REDACTED]

CAUTION: This email originated from outside of the organization. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Hi Larry,
Yes I can get an invoice out tomorrow.

From: Larry Jones <ljones@pageaz.gov>
Sent: Tuesday, July 2, 2019 7:40 AM
To: Dan Caputo <d.caputo@northlandinvestigations.com>
Subject: FW: Poly Report for [REDACTED]

Dan,
Would we be able to get an invoice for the [REDACTED] polygraph this week?

Larry Jones
Support Services Lieutenant
Page Police Department
808 Coppermine Road
P.O. Box 3005, Page, AZ 86040
Tel: 928.645.4378 | Fax: 928.645.4128
ljones@pageaz.gov | pageaz.gov |  



******NOTICE******

To ensure compliance with the Open Meeting Law, recipients of this message should not forward it to other members of the public body. Members of the public body may reply to this message, but they should not send a copy of the reply to other members.

From: Sandi Klain <sklain@pageaz.gov>
Sent: Monday, July 1, 2019 10:31 AM
To: Larry Jones <ljones@pageaz.gov>
Subject: RE: Poly Report for [REDACTED]

Larry,

Can you see if Dan can get me our invoice for this service this week?

Thank you.

Sandi Klain

Executive Management Assistant / S.A.A.

Page Police Department

808 Coppermine Road

P.O. Box 3005, Page, AZ 86040

Tel: 928.645.4106 | Fax: 928.645.4369

sklain@pageaz.gov | pageaz.gov |  



****NOTICE****

To ensure compliance with the Open Meeting Law, recipients of this message should not forward it to other members of the public body. Members of the public body may reply to this message, but they should not send a copy of the reply to other members.

From: Larry Jones <ljones@pageaz.gov>

Sent: Friday, June 28, 2019 3:46 PM

To: Sandi Klain <sklain@pageaz.gov>

Subject: Fwd: Poly Report for [REDACTED]

Get [Outlook for iOS](#)

From: Dan Caputo <d.caputo@northlandinvestigations.com>

Sent: Friday, June 28, 2019 2:35:15 PM

To: Larry Jones

Subject: Poly Report for [REDACTED]

CAUTION: This email originated from outside of the organization. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Hey Larry,

Happy Friday! Attached is the report for [REDACTED]. She eventually passed, but she had a hiccup mid-session because she was lying about a [REDACTED]. She came clean and I reran the chart.

Thanks!

Dan Caputo

Northland Investigations, LLC

928-607-2153

Current Scams: Change your payroll information, IT requires you to change your password, IRS payments, Invoices, Amazon order issues, Banking issues/account suspended.

IT does its best to protect you from these scams, but sometimes emails will get past our defenses. It is everyone's responsibility to remain vigilant to these attacks.

Current Scams: Change your payroll information, IT requires you to change your password, IRS payments, Invoices, Amazon order issues, Banking issues/account suspended.

IT does its best to protect you from these scams, but sometimes emails will get past our defenses. It is everyone's responsibility to remain vigilant to these attacks.

Cindy Scott

From: Dan Caputo <d.caputo@northlandinvestigations.com>
Sent: Thursday, June 27, 2019 10:48 AM
To: Larry Jones
Subject: RE: [REDACTED] AZPOST



CAUTION: This email originated from outside of the organization. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Great! Thank you!

From: Larry Jones <ljones@pageaz.gov>
Sent: Thursday, June 27, 2019 10:15 AM
To: Dan Caputo <d.caputo@northlandinvestigations.com>; 'Erik Caputo' <erik@northlandinvestigations.com>
Subject: FW: [REDACTED] AZPOST

We will take the appointment tomorrow...I attached the application. She will be at the Switzer Canyon office at 8am.

Thanks!

Larry Jones
Support Services Lieutenant
Page Police Department
808 Coppermine Road
P.O. Box 3005, Page, AZ 86040
Tel: 928.645.4378 | Fax: 928.645.4128
ljones@pageaz.gov | pageaz.gov |  



******NOTICE******


To ensure compliance with the Open Meeting Law, recipients of this message should not forward it to other members of the public body. Members of the public body may reply to this message, but they should not send a copy of the reply to other members.

From: Sandi Klain <sklain@pageaz.gov>
Sent: Thursday, June 27, 2019 9:40 AM
To: Larry Jones <ljones@pageaz.gov>
Subject: [REDACTED] AZPOST

Here you go!

Sandi Klain
Executive Management Assistant / S.A.A.
Page Police Department
808 Coppermine Road

P.O. Box 3005, Page, AZ 86040
Tel: 928.645.4106 | Fax: 928.645.4369

sklain@pageaz.gov | pageaz.gov |  



****NOTICE****

To ensure compliance with the Open Meeting Law, recipients of this message should not forward it to other members of the public body. Members of the public body may reply to this message, but they should not send a copy of the reply to other members.

Current Scams: Change your payroll information, IT requires you to change your password, IRS payments, Invoices, Amazon order issues, Banking issues/account suspended.

IT does its best to protect you from these scams, but sometimes emails will get past our defenses. It is everyone's responsibility to remain vigilant to these attacks.

Cindy Scott

From: Dan Caputo <d.caputo@northlandinvestigations.com>
Sent: Wednesday, June 26, 2019 3:55 PM
To: Larry Jones
Subject: Re: Polygraph

CAUTION: This email originated from outside of the organization. Do not click links or open attachments unless you recognize the sender and know the content is safe.

No problem

Sent from my iPhone

On Jun 26, 2019, at 3:47 PM, Larry Jones <ljones@pageaz.gov> wrote:

Can I let you know in the morning? Our applicant has to check on transportation for Friday.

From: Dan Caputo <d.caputo@northlandinvestigations.com>
Sent: Wednesday, June 26, 2019 3:20 PM
To: Larry Jones <ljones@pageaz.gov>; 'Erik Caputo' <erik@northlandinvestigations.com>
Subject: RE: Polygraph

CAUTION: This email originated from outside of the organization. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Hi Larry,
I just had a cancelation for this Friday at 8:30 at the Switzer office? Or I can do July 8th at 10:30 at the Switzer office?

From: Larry Jones <ljones@pageaz.gov>
Sent: Wednesday, June 26, 2019 3:14 PM
To: Dan Caputo <d.caputo@northlandinvestigations.com>; 'Erik Caputo' <erik@northlandinvestigations.com>
Subject: Polygraph

Hey guys,

Looking for your availability the next couple of weeks for a polygraph for our Records Clerk applicant.

Thanks,

Larry Jones
Support Services Lieutenant
Page Police Department
808 Coppermine Road
P.O. Box 3005, Page, AZ 86040
Tel: 928.645.4378 | Fax: 928.645.4128
ljones@pageaz.gov | pageaz.gov | <image001.png> <image002.png>

<image003.png>

****NOTICE****

To ensure compliance with the Open Meeting Law, recipients of this message should not forward it to other members of the public body. Members of the public body may reply to this message, but they should not send a copy of the reply to other members.

Current Scams: Change your payroll information, IT requires you to change your password, IRS payments, Invoices, Amazon order issues, Banking issues/account suspended.

IT does its best to protect you from these scams, but sometimes emails will get past our defenses. It is everyone's responsibility to remain vigilant to these attacks.

Current Scams: Change your payroll information, IT requires you to change your password, IRS payments, Invoices, Amazon order issues, Banking issues/account suspended.

IT does its best to protect you from these scams, but sometimes emails will get past our defenses. It is everyone's responsibility to remain vigilant to these attacks.

Cindy Scott

From: Sam Myers
Sent: Friday, May 31, 2019 11:36 AM
To: Dan Caputo
Subject: RE: Polygraph Report for [REDACTED]

Dan,

Thank you for your report and services! I will let you know if we need anything else.

Sam Myers
Patrol Sergeant
Page Police Department
808 Coppermine Road
P.O. Box 3005, Page, AZ 86040
Tel: 928.645.4119 | Fax: 928.645.4393
smyers@pageaz.gov |  



******NOTICE******

To ensure compliance with the Open Meeting Law, recipients of this message should not forward it to other members of the public body. Members of the public body may reply to this message, but they should not send a copy of the reply to other members.

From: Dan Caputo <d.caputo@northlandinvestigations.com>
Sent: Friday, May 31, 2019 10:59 AM
To: Larry Jones <ljones@pageaz.gov>; Sam Myers <smyers@pageaz.gov>
Subject: Polygraph Report for [REDACTED]

CAUTION: This email originated from outside of the organization. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Good morning,
I apologize for not getting you guys an update on this test yesterday. [REDACTED] did not pass. He admits that he has not been truthful about his [REDACTED]. Let me know if you have any questions.
Thanks!

Dan Caputo
Northland Investigations, LLC
928-607-2153

Current Scams: Change your payroll information, IT requires you to change your password, IRS payments, Invoices, Amazon order issues, Banking issues/account suspended.

IT does its best to protect you from these scams, but sometimes emails will get past our defenses. It is everyone's responsibility to remain vigilant to these attacks.

Cindy Scott

From: erik@northlandinvestigations.com
Sent: Tuesday, May 28, 2019 3:02 PM
To: Larry Jones
Cc: dan
Subject: Polygraph Report for [REDACTED]
Attachments: 19-PD0511E [REDACTED] (DLST).pdf

Hi Larry-

Here is the polygraph report for [REDACTED]. She passed with one new disclosure.

She told me that she gave one of her [REDACTED] last year. She only did this to see if it helped him because he had the same [REDACTED] when she was [REDACTED]. She denied [REDACTED] or [REDACTED] to him to [REDACTED]. She was able to pass the polygraph without issues once she disclosed this. Let me know if you have any questions on this one. Thanks!

Erik

CAUTION: This email originated from outside of the organization. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Current Scams: Change your payroll information, IT requires you to change your password, IRS payments, Invoices, Amazon order issues, Banking issues/account suspended, Retrieve Voicemail .

IT does its best to protect you from these scams, but sometimes emails will get past our defenses. It is everyone's responsibility to remain vigilant to these attacks.

Cindy Scott

From: Sam Myers
Sent: Thursday, May 23, 2019 4:21 PM
To: Dan Caputo
Subject: RE: New police applicant poly
Attachments: 2019_05_23_16_08_07.pdf

Dan,

Attached is our applicants AZPOST statement of personal history. He's been provided a copy of your requested statement of personal history to be provided on the date of poly. He's been very forthcoming with information and thus far no "Red flags" have been raised. One thing to consider is he informed me of [REDACTED] during religious ceremonies while he was [REDACTED]

Thanks,

Sam Myers
Patrol Sergeant
Page Police Department
808 Coppermine Road
P.O. Box 3005, Page, AZ 86040
Tel: 928.645.4119 | Fax: 928.645.4393
smyers@pageaz.gov |  



****NOTICE****

To ensure compliance with the Open Meeting Law, recipients of this message should not forward it to other members of the public body. Members of the public body may reply to this message, but they should not send a copy of the reply to other members.

From: Dan Caputo <d.caputo@northlandinvestigations.com>
Sent: Thursday, May 23, 2019 1:29 PM
To: Larry Jones <ljones@pageaz.gov>; Sam Myers <smyers@pageaz.gov>
Cc: 'Erik Caputo' <erik@northlandinvestigations.com>
Subject: RE: New police applicant poly

Sounds good thanks Larry

From: Larry Jones <ljones@pageaz.gov>
Sent: Thursday, May 23, 2019 12:08 PM
To: Dan Caputo <d.caputo@northlandinvestigations.com>; Sam Myers <smyers@pageaz.gov>
Cc: 'Erik Caputo' <erik@northlandinvestigations.com>
Subject: RE: New police applicant poly

I think we confirmed, Records Clerk on 28th, Patrol applicant on 30th. Thanks Dan and Erik!

From: Dan Caputo <d.caputo@northlandinvestigations.com>
Sent: Thursday, May 23, 2019 11:03 AM
To: Larry Jones <ljones@pageaz.gov>; Sam Myers <smyers@pageaz.gov>
Cc: 'Erik Caputo' <erik@northlandinvestigations.com>
Subject: RE: New police applicant poly

Great! Let me know when you get confirmation.
Thanks!

From: Larry Jones <ljones@pageaz.gov>
Sent: Thursday, May 23, 2019 11:01 AM
To: Dan Caputo <d.caputo@northlandinvestigations.com>; Sam Myers <smyers@pageaz.gov>
Cc: 'Erik Caputo' <erik@northlandinvestigations.com>
Subject: RE: New police applicant poly

The Records Clerk applicant said May 28th at 10am works best for her, so hopefully the May 30th time works for our other applicant.

Larry Jones
Support Services Lieutenant
Page Police Department
808 Coppermine Road
P.O. Box 3005, Page, AZ 86040
Tel: 928.645.4378 | Fax: 928.645.4128
ljones@pageaz.gov | pageaz.gov |  



****NOTICE****

To ensure compliance with the Open Meeting Law, recipients of this message should not forward it to other members of the public body. Members of the public body may reply to this message, but they should not send a copy of the reply to other members.

From: Dan Caputo <d.caputo@northlandinvestigations.com>
Sent: Thursday, May 23, 2019 10:28 AM
To: Sam Myers <smyers@pageaz.gov>; Larry Jones <ljones@pageaz.gov>
Cc: 'Erik Caputo' <erik@northlandinvestigations.com>
Subject: RE: New police applicant poly

Good morning,
I had reached out to Larry yesterday to reschedule the test we had on the 30th at 2pm for 10 am on the 28th. We have one more slot for May, which is on the 30th at 8:30 am with me at the Flagstaff Police Department. Can we make these two slots (May 28th at 10 and May 30th at 8:30) work for your applicants? Our next available after that is the week of June 10th.
Thanks

Dan Caputo
[Northland Investigations, LLC](http://NorthlandInvestigations.com)

From: Sam Myers <smyers@pageaz.gov>
Sent: Thursday, May 23, 2019 7:40 AM
To: d.caputo@northlandinvestigations.com
Subject: New police applicant poly

We have completed a background investigation on a new police applicant and are needing a polygraph completed on him. Thus far there has been no issues that we need addressed other than the AZPOST personal history. Please let me know your schedule to complete this task.

Thanks,

Sam Myers
Patrol Sergeant
Page Police Department
808 Coppermine Road
P.O. Box 3005, Page, AZ 86040
Tel: 928.645.4119 | Fax: 928.645.4393
smyers@pageaz.gov |  



****NOTICE****

To ensure compliance with the Open Meeting Law, recipients of this message should not forward it to other members of the public body. Members of the public body may reply to this message, but they should not send a copy of the reply to other members.

CAUTION: This email originated from outside of the organization. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Current Scams: Change your payroll information, IT requires you to change your password, IRS payments, Invoices, Amazon order issues, Banking issues/account suspended, Retrieve Voicemail .

IT does its best to protect you from these scams, but sometimes emails will get past our defenses. It is everyone's responsibility to remain vigilant to these attacks.

CAUTION: This email originated from outside of the organization. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Current Scams: Change your payroll information, IT requires you to change your password, IRS payments, Invoices, Amazon order issues, Banking issues/account suspended, Retrieve Voicemail .

IT does its best to protect you from these scams, but sometimes emails will get past our defenses. It is everyone's responsibility to remain vigilant to these attacks.

CAUTION: This email originated from outside of the organization. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Current Scams: Change your payroll information, IT requires you to change your password, IRS payments, Invoices, Amazon order issues, Banking issues/account suspended, Retrieve Voicemail .

IT does its best to protect you from these scams, but sometimes emails will get past our defenses. It is everyone's responsibility to remain vigilant to these attacks.

Cindy Scott

From: Dan Caputo <d.caputo@northlandinvestigations.com>
Sent: Wednesday, May 22, 2019 4:45 PM
To: Larry Jones
Cc: 'Erik Caputo'
Subject: RE: Polygraph

Hi Larry,

Can we move this test to the 28th at 10 am with Erik at the PD? Sorry for the shuffling! Scheduling is a rodeo for the next three weeks.

From: Larry Jones <ljones@pageaz.gov>
Sent: Tuesday, May 21, 2019 2:32 PM
To: Dan Caputo <d.caputo@northlandinvestigations.com>
Cc: Erik Caputo <erik@northlandinvestigations.com>
Subject: FW: Polygraph

Thanks Dan, we will take that appointment. I attached her application. She will be at FPD on the 30th at 2pm.

Larry Jones

Support Services Lieutenant

Page Police Department

808 Coppermine Road

P.O. Box 3005, Page, AZ 86040

Tel: 928.645.4378 | Fax: 928.645.4128

ljones@pageaz.gov | pageaz.gov |  



****NOTICE****

To ensure compliance with the Open Meeting Law, recipients of this message should not forward it to other members of the public body. Members of the public body may reply to this message, but they should not send a copy of the reply to other members.

From: Sandi Klain <sklain@pageaz.gov>
Sent: Tuesday, May 21, 2019 2:25 PM
To: Larry Jones <ljones@pageaz.gov>
Subject: RE: Polygraph

Here you go.

Sandi Klain

Executive Management Assistant / S.A.A.

Page Police Department

808 Coppermine Road

P.O. Box 3005, Page, AZ 86040

Tel: 928.645.4106 | Fax: 928.645.4369

sklain@pageaz.gov | pageaz.gov |  

page

A R I Z O N A
THE CENTER OF CANYON COUNTRY

****NOTICE****

To ensure compliance with the Open Meeting Law, recipients of this message should not forward it to other members of the public body. Members of the public body may reply to this message, but they should not send a copy of the reply to other members.

From: Larry Jones <ljones@pageaz.gov>
Sent: Tuesday, May 21, 2019 2:09 PM
To: Sandi Klain <sklain@pageaz.gov>
Subject: FW: Polygraph

Can you find out if this will work for her...

From: Dan Caputo <d.caputo@northlandinvestigations.com>
Sent: Tuesday, May 21, 2019 2:02 PM
To: Larry Jones <ljones@pageaz.gov>; 'Erik Caputo' <erik@northlandinvestigations.com>
Subject: RE: Polygraph

Hi Larry,
Can we do this test on May 30th at 2pm at the Flag Police Department with me?

From: Larry Jones <ljones@pageaz.gov>
Sent: Tuesday, May 21, 2019 10:16 AM
To: Dan Caputo <d.caputo@northlandinvestigations.com>; Erik Caputo <erik@northlandinvestigations.com>
Subject: Polygraph

We need to set up a polygraph for a Records Clerk applicant. Let me know your upcoming availability.

Thanks,

Larry Jones
Support Services Lieutenant
Page Police Department
808 Coppermine Road
P.O. Box 3005, Page, AZ 86040
Tel: 928.645.4378 | Fax: 928.645.4128
ljones@pageaz.gov | pageaz.gov |  

page

A R I Z O N A
THE CENTER OF CANYON COUNTRY

****NOTICE****

To ensure compliance with the Open Meeting Law, recipients of this message should not forward it to other members of the public body. Members of the public body may reply to this message, but they should not send a copy of the reply to other members.

CAUTION: This email originated from outside of the organization. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Current Scams: Change your payroll information, IT requires you to change your password, IRS payments, Invoices, Amazon order issues, Banking issues/account suspended, Retrieve Voicemail .

IT does its best to protect you from these scams, but sometimes emails will get past our defenses. It is everyone's responsibility to remain vigilant to these attacks.

Cindy Scott

From: Dan Caputo <d.caputo@northlandinvestigations.com>
Sent: Wednesday, February 27, 2019 10:41 AM
To: Larry Jones; 'Erik Caputo'
Subject: RE: Polygraph Question

Good morning Larry,

I found a guy in Salt Lake City. I talked with him this morning and he seems like he will work out, but he is about 3 weeks out on scheduling. I have listed his information below. I told him that if you guys can work out a date, I will send him our questions and give him the ins and outs of AZPOST requirements. Below is his contact info. Let me know if you get something scheduled.

[REDACTED]

Thanks!

Dan Caputo

Northland Investigations, LLC
928-607-2153

From: Larry Jones <ljones@pageaz.gov>
Sent: Tuesday, February 26, 2019 8:18 AM
To: Dan Caputo <d.caputo@northlandinvestigations.com>; Erik Caputo <erik@northlandinvestigations.com>
Subject: Polygraph Question

Dan and Erik,

We hired a new Chief of Police, [REDACTED]. He is currently with the West Jordan Police Department in Utah, just outside Salt Lake City. His tentative start date in Page is March 18th. We are currently working on his background and wanted to set up a polygraph for him while he is still up in Utah. Do you have any recommendations in the Salt Lake City area?

Larry Jones



Support Services Lieutenant

Page Police Department

808 Coppermine Road

P.O. Box 3005, Page, AZ 86040

Tel: 928.645.4378 | Fax: 928.645.4128

ljones@pageaz.gov | pageaz.gov |  



****NOTICE****

To ensure compliance with the Open Meeting Law, recipients of this message should not forward it to other members of the public body. Members of the public body may reply to this message, but they should not send a copy of the reply to other members.

Cindy Scott

From: erik@northlandinvestigations.com
Sent: Tuesday, February 19, 2019 4:52 PM
To: Larry Jones
Cc: dan
Subject: Poly Report for [REDACTED]
Attachments: 19-PD0211E [REDACTED] (DLST).pdf

Hi Larry-

Here is the report for [REDACTED] She passed without any issues or new disclosures. Let me know if you have any questions on this one.
Thanks!

EC

Cindy Scott

From: erik@northlandinvestigations.com
Sent: Tuesday, February 12, 2019 4:52 PM
To: Larry Jones
Cc: dan
Subject: Poly Report for [REDACTED]
Attachments: 19-PD0208E [REDACTED] (DLST).pdf

Hi Larry-

Here is the poly report for [REDACTED]. She passed without any significant issues or disclosures. Let me know if you have any questions on this one. Thanks!

EC

Cindy Scott

From: Erik Caputo <erik@northlandinvestigations.com>
Sent: Tuesday, February 12, 2019 3:13 PM
To: Larry Jones
Cc: Dan Caputo
Subject: Re: [REDACTED] Background

Copy...it's at 1300 hrs with me at the PD office. Thanks Larry!

EC

On Feb 12, 2019, at 15:06, Larry Jones <ljones@pageaz.gov> wrote:

Erik, pencil us in for that spot next Tuesday and I'll confirm with the applicant tomorrow. Thanks!

Larry

Get [Outlook for iOS](#)

From: Jaclyn Morris <jmorris@pageaz.gov>
Sent: Tuesday, February 12, 2019 10:06 AM
To: Larry Jones
Subject: [REDACTED] Background

I've completed [REDACTED] background and placed her folder in your office. Can you please set up a polygraph or if you would like me to please send me the information. Thank you!

Jaclyn Morris
Communications Manager
Page Police Department
808 Coppermine Road
P.O. Box 3005, Page, AZ 86040
Tel: 928.645.4352 | Fax: 928.645.4129
jmorris@pageaz.gov <image001.png> <image002.png>
<image003.png>

****NOTICE****

To ensure compliance with the Open Meeting Law, recipients of this message should not forward it to other members of the public body. Members of the public body may reply to this message, but they should not send a copy of the reply to other members.

Cindy Scott

From: Erik Caputo <erik@northlandinvestigations.com>
Sent: Tuesday, February 5, 2019 7:24 PM
To: Larry Jones
Cc: Dan Caputo; Jaclyn Morris
Subject: Re: Polygraph

Right on.. [REDACTED] is in. Can you send me the AZPOST app before the test please? Thanks so much!

EC

On Feb 5, 2019, at 11:25, Larry Jones <ljones@pageaz.gov> wrote:

Erik,

[REDACTED] confirmed for that date and time.

From: Erik Caputo <erik@northlandinvestigations.com>
Sent: Monday, February 4, 2019 10:57 AM
To: Larry Jones <ljones@pageaz.gov>
Cc: Dan Caputo <d.caputo@northlandinvestigations.com>
Subject: Re: Polygraph

Hi Larry-

I can get you in on the 12th at 1300 hrs with me at the PD office. Let me know if this works for you. Thanks!

EC

On Feb 4, 2019, at 10:46, Larry Jones <ljones@pageaz.gov> wrote:

Dan and Erik,

We are looking to schedule a polygraph for a dispatch applicant, [REDACTED]. I attached the application. Let me know when the next available opening is.

Thanks,

Larry Jones

Support Services Lieutenant

Page Police Department

808 Coppermine Road

P.O. Box 3005, Page, AZ 86040

Tel: 928.645.4378 | Fax: 928.645.4128

ljones@pageaz.gov | pageaz.gov | <image001.png> <image002.png>

<image003.png>

****NOTICE****

To ensure compliance with the Open Meeting Law, recipients of this message should not forward it to other members of the public body. Members of the public body may reply to this message, but they should not send a copy of the reply to other members.



Cindy Scott

From: Dan Caputo <d.caputo@northlandinvestigations.com>
Sent: Tuesday, December 18, 2018 7:55 PM
To: Tim Lange
Cc: 'Erik Caputo'
Subject: RE: AZ POST APPLICATION [REDACTED]

Will do thanks!

From: Tim Lange <tlange@pageaz.gov>
Sent: Tuesday, December 18, 2018 5:55 PM
To: DAN@NORTHLANDINVESTIGATIONS.COM
Subject: FW: AZ POST APPLICATION [REDACTED]

Dan, let us know how he does. Thanks!!

From: Alexandra Malnack <Amalnack@pageazgov.onmicrosoft.com>
Sent: Tuesday, December 18, 2018 11:26 AM
To: DAN@NORTHLANDINVESTIGATIONS.COM
Cc: Tim Lange <tlange@pageaz.gov>
Subject: AZ POST APPLICATION [REDACTED]

Good morning,

Please see attached documents regarding AZ Post Application- [REDACTED]

Thank you,

Alexandra Malnack
Records Clerk
Page Police Department
PH: (928)-645-4107
FAX: (928)-645-4128



CONFIDENTIAL AND PRIVILEGED COMMUNICATION. This material is intended for named recipient(s) only. If you receive this and are not the named, intended recipient (s), please do not read the contents of the e-mail or any attachments. This information may also be protected through an attorney client privilege. Please inform the sender of the error so re-transmittal to the intended recipient may occur. Please do not copy/share the contents of the transmission. Please delete the e-mail and any attachments. Thank you.

Cindy Scott

From: Dan Caputo <d.caputo@northlandinvestigations.com>
Sent: Wednesday, November 28, 2018 10:24 AM
To: Larry Jones
Subject: RE: Polygraph

Awesome! Thanks for covering my screw up- I owe you one!

From: Larry Jones <ljones@pageaz.gov>
Sent: Wednesday, November 28, 2018 10:01 AM
To: Dan Caputo <d.caputo@northlandinvestigations.com>
Subject: RE: Polygraph

Dan, she can do the 11th at 8:30.

From: Dan Caputo <d.caputo@northlandinvestigations.com>
Sent: Tuesday, November 27, 2018 3:11 PM
To: Larry Jones <ljones@pageaz.gov>
Subject: RE: Polygraph

Hi Larry,

I screwed up and did not put this in the schedule yesterday. Is there anyway she can come in on the 11th at 8:30 instead?

From: Larry Jones <ljones@pageaz.gov>
Sent: Tuesday, November 27, 2018 2:16 PM
To: Dan Caputo <d.caputo@northlandinvestigations.com>
Subject: RE: Polygraph

Dan,

I attached the application for the dispatch applicant, [REDACTED] She confirmed for Dec 10th at 10:30 a.m.

From: Dan Caputo <d.caputo@northlandinvestigations.com>
Sent: Monday, November 26, 2018 4:05 PM
To: Larry Jones <ljones@pageaz.gov>; 'dan' <dan@northlandinvestigations.com>; 'Erik Caputo' <erik@northlandinvestigations.com>
Subject: RE: Polygraph

Thanks Larry! You can plan on the same price for at least the next budget cycle.

From: Larry Jones <ljones@pageaz.gov>
Sent: Monday, November 26, 2018 3:47 PM
To: Dan Caputo <d.caputo@northlandinvestigations.com>; 'dan' <dan@northlandinvestigations.com>; 'Erik Caputo' <erik@northlandinvestigations.com>
Subject: RE: Polygraph

I will let you know for the 10th as soon as I hear back from the applicant.

We will pay whatever you want...you guys are worth every penny!!

From: Dan Caputo <d.caputo@northlandinvestigations.com>
Sent: Monday, November 26, 2018 3:32 PM
To: Larry Jones <ljones@pageaz.gov>; 'dan' <dan@northlandinvestigations.com>; 'Erik Caputo' <erik@northlandinvestigations.com>
Subject: RE: Polygraph

Hi Larry,
How about the 10th at 10:30 am with me at the Switzer Office?
We don't anticipate a price increase, unless you want to pay us more....?

From: Larry Jones <ljones@pageaz.gov>
Sent: Monday, November 26, 2018 3:29 PM
To: dan <dan@northlandinvestigations.com>; 'Erik Caputo' <erik@northlandinvestigations.com>
Subject: Polygraph

Dan and Erik,

We have a dispatch applicant that needs a polygraph. Can you send a few open dates in the next several weeks.

Also, we are working on budget for next fiscal year. Do you anticipate any increase in the cost of services?

Thanks,

Larry Jones

Support Services Lieutenant
Page Police Department
808 Coppermine Road
P.O. Box 3005
Page, AZ 86040
928-645-4378 (Phone)
928-645-4128 (Fax)
ljones@pageaz.gov



Courage - Compassion - Integrity

CONFIDENTIAL AND PRIVILEGED COMMUNICATION. This material is intended for named recipient(s) only. If you receive this and are not the named, intended recipient (s), please do not read the contents of the e-mail or any attachments. This information may also be protected through an attorney client privilege. Please inform the sender of the error so re-transmittal to the intended recipient may occur. Please do not copy/share the contents of the transmission. Please delete the e-mail and any attachments. Thank you.

Cindy Scott

From: Jaclyn Morris
Sent: Wednesday, November 28, 2018 9:28 AM
To: Larry Jones
Subject: RE: [REDACTED] Polygraph

Yes she can do it on the 11st at 8:30am.

From: Larry Jones <ljones@pageaz.gov>
Sent: Tuesday, November 27, 2018 3:39 PM
To: Jaclyn Morris <jmorris@pageaz.gov>
Subject: FW: [REDACTED] Polygraph

Northland had a scheduling error, can she do the 11th at 8:30 a.m.?

From: Larry Jones
Sent: Tuesday, November 27, 2018 2:59 PM
To: Jaclyn Morris <jmorris@pageaz.gov>
Subject: [REDACTED] Polygraph

Jaclyn,

[REDACTED] is confirmed for her polygraph on Monday December 10th at 10:30 a.m. It will be with Dan Caputo at the Northland Investigations Office (930 N Switzer Canyon Dr STE 111, Flagstaff, AZ). Please have her complete the attached form and bring it with her to the appointment.

Larry Jones

Support Services Lieutenant
Page Police Department
808 Coppermine Road
P.O. Box 3005
Page, AZ 86040
928-645-4378 (Phone)
928-645-4128 (Fax)
ljones@pageaz.gov



Courage - Compassion - Integrity

CONFIDENTIAL AND PRIVILEGED COMMUNICATION. This material is intended for named recipient(s) only. If you receive this and are not the named, intended recipient (s), please do not read the contents of the e-mail or any attachments. This information may also be protected through an attorney client privilege. Please inform the sender of the error so re-transmittal to the intended recipient may occur. Please do not copy/share the contents of the transmission. Please delete the e-mail and any attachments. Thank you.

Cindy Scott

From: Cody Miller
Sent: Friday, August 24, 2018 6:02 PM
To: Larry Jones
Subject: Fwd: [REDACTED] Polygraph
Attachments: 18-PD0802E [REDACTED] (DLST).pdf; ATT00001.htm

FYI i will need to discuss this with our azpost audit guy

Sent from my iPhone

Begin forwarded message:

From: erik@northlandinvestigations.com
Date: August 24, 2018 at 5:48:24 PM MST
To: Cody Miller <cmiller@pageaz.gov>
Cc: dan <dan@northlandinvestigations.com>
Subject: Re: [REDACTED] Polygraph

Good afternoon Detective Miller-

Here is the polygraph report for [REDACTED] from earlier today. He passed, but there were three areas of concern.

- 1) [REDACTED] on two occasions in 1988. Unless AZPOST has changed their stance, this would disqualify him.

- 2) Work related issues in regards to writing a supplemental report with information he felt was not [REDACTED] in it. He stated that he felt he had to [REDACTED] in the report because [REDACTED]. He stated that he did not [REDACTED] but it is [REDACTED]. This sounds like an issue where his [REDACTED] could be challenged.

- 3) Work related issues in regards to he and his supervisor having disagreements. He stated that they do not argue, they just disagree on several issues. The examinee told me that he is a "loud talker" so this could be misinterpreted as raising his voice.

Let me know if you have any questions on this one. Thanks!

Erik

Quoting Cody Miller <cmiller@pageaz.gov>:

Erik,

for [REDACTED] poly tomorrow will you go into detail on any discipline he has received and arguments he has had with supervisors along with clarifying question 35D. There have been some concerns that have come up after speaking with some of his supervisors. Sounds like he may question orders given by supervisors and may argue with them as well. If you have any questions please let me know.

Thanks,

Detective Cody Miller # 1631
Page Police Department - Criminal Investigations Division
808 Coppermine Rd.
P.O. Box 3005
Page, AZ 86040
Office: (928) 645-4374
Dispatch: (928) 645-2463
Fax: (928) 645-4394
cmiller@pageaz.gov<<mailto:cmiller@pageaz.gov>>

[patch]

Courage * Compassion * Integrity

[data:image/gif;base64,R0lGODlhAQABAPABAP///wAAACH5BAEKAAAALAA
AAAABAAEAAAICRAEAOw==]

CONFIDENTIAL AND PRIVILEGED COMMUNICATION. This material is intended for named recipient(s) only. If you receive this and are not the named, intended recipient (s), please do not read the contents of the e-mail or any attachments. This information may also be protected through an attorney client privilege. Please inform the sender of the error so re-transmittal to the intended recipient may occur. Please do not copy/share the contents of the transmission. Please delete the e-mail and any attachments. Thank you.

From: Dan Caputo <d.caputo@northlandinvestigations.com>
Sent: Tuesday, August 14, 2018 4:27 PM
To: Cody Miller <cmiller@pageaz.gov>
Subject: RE: [REDACTED] Polygraph

Ok thanks for the clarification. I cant keep up with AZPOST anymore! Lol

From: Cody Miller <cmiller@pageaz.gov<<mailto:cmiller@pageaz.gov>>>
Sent: Tuesday, August 14, 2018 3:56 PM
To: Dan Caputo
<d.caputo@northlandinvestigations.com<<mailto:d.caputo@northlandinvestigations.com>>>
Subject: RE: [REDACTED] Polygraph

Sorry, you are correct. I was thinking of corrections

From: Dan Caputo
<d.caputo@northlandinvestigations.com<<mailto:d.caputo@northlandinvestigations.com>>>
Sent: Tuesday, August 14, 2018 3:38 PM
To: Cody Miller <cmiller@pageaz.gov<<mailto:cmiller@pageaz.gov>>>
Subject: RE: [REDACTED] Polygraph

I was not aware that AZPOST had Detention Officer certifications.

From: Cody Miller <cmiller@pageaz.gov<<mailto:cmiller@pageaz.gov>>>
Sent: Tuesday, August 14, 2018 3:07 PM
To: Dan Caputo
<d.caputo@northlandinvestigations.com<<mailto:d.caputo@northlandinvestigations.com>>>
Subject: RE: [REDACTED] Polygraph

He also held a AZPOST detention officer cert with this information on his background as well.

From: Dan Caputo
<d.caputo@northlandinvestigations.com<<mailto:d.caputo@northlandinvestigations.com>>>

Sent: Tuesday, August 14, 2018 3:04 PM

To: Cody Miller <cmiller@pageaz.gov<<mailto:cmiller@pageaz.gov>>>; 'Erik Caputo' <erik@northlandinvestigations.com<<mailto:erik@northlandinvestigations.com>>>

Subject: RE: [REDACTED] Polygraph

Just curious...Is the [REDACTED] something that AZPOST will grant a waiver for? When [REDACTED] was at AZPOST, he told us that was something they don't.

From: Cody Miller <cmiller@pageaz.gov<<mailto:cmiller@pageaz.gov>>>

Sent: Tuesday, August 14, 2018 2:55 PM

To: Erik Caputo <erik@northlandinvestigations.com<<mailto:erik@northlandinvestigations.com>>>; d.caputo@northlandinvestigations.com<<mailto:d.caputo@northlandinvestigations.com>>

Subject: [REDACTED] Polygraph

Yes, August 24th at 10 am at Flag PD works. Attached is [REDACTED] AZPOST. Please go over question 35D with [REDACTED]. If you have any questions please let me know.

Thanks,

Detective Cody Miller # 1631
Page Police Department - Criminal Investigations Division
808 Coppermine Rd.
P.O. Box 3005
Page, AZ 86040
Office: (928) 645-4374
Dispatch: (928) 645-2463
Fax: (928) 645-4394
cmiller@pageaz.gov<<mailto:cmiller@pageaz.gov>>

[patch]

Courage * Compassion * Integrity

[data:image/gif;base64,R0lGODlhAQABAPABAP///wAAACH5BAEKAAAALAA
AAAABAAEAAAICRAEAOw==]

CONFIDENTIAL AND PRIVILEGED COMMUNICATION. This material is intended for named recipient(s) only. If you receive this and are not the named, intended recipient (s), please do not read the contents of the e-mail or any attachments. This information may also be protected through an attorney client privilege. Please inform the sender of the error so re-transmittal to the intended recipient may occur. Please do not copy/share the contents of the transmission. Please delete the e-mail and any attachments. Thank you.

Cindy Scott

From: Dan Caputo <d.caputo@northlandinvestigations.com>
Sent: Sunday, August 5, 2018 5:35 PM
To: Terry TerEick; Larry Jones
Subject: Poly Report for [REDACTED]
Attachments: 18-PD0802 [REDACTED] (Page PD).pdf

Here is the report for [REDACTED]. Let me know if you have any questions.
Thanks!

Dan Caputo
Northland Investigations, LLC
928-607-2153

Cindy Scott

From: Dan Caputo <d.caputo@northlandinvestigations.com>
Sent: Friday, August 3, 2018 1:46 PM
To: Terry TerEick
Subject: Re: Polygraph - [REDACTED]

Give me a call when good [REDACTED]

Sent from my iPhone

On Aug 3, 2018, at 1:39 PM, Terry TerEick <ttereick@pageaz.gov> wrote:

Did she pass?

Terry TerEick

Detective
Page Police Department
808 Coppermine Rd.
PO Box 3005
Page, AZ 86040
928-645-4108 (phone)
928-645-4394 (fax)
ttereick@pageaz.gov

Courage - Compassion - Integrity

CONFIDENTIAL AND PRIVILEGED COMMUNICATION. This material is intended for named recipient only. If you receive this and are not the named, intended recipient, please do not read the contents of the e-mail or any attachments. This information may also be protected through an attorney client privilege. Please inform the sender of the error so re-transmittal to the intended recipient may occur. Please do not copy/share the contents of the transmission. Please delete the e-mail and any attachments. Thank you.

On Aug 1, 2018, at 7:55 AM, Dan Caputo <d.caputo@northlandinvestigations.com> wrote:

Got it thanks Terry!

From: Terry TerEick <ttereick@pageaz.gov>
Sent: Wednesday, August 1, 2018 8:35 AM
To: Dan Caputo <d.caputo@northlandinvestigations.com>
Subject: RE: Polygraph - [REDACTED]

Here you go. There are two pages missing due to some glitches with our new online forms.

Terry TerEick
Detective
Page Police Department

808 Coppermine Rd.
PO Box 3005
Page, AZ 86040
928-645-4108 (phone)
928-645-4394 (fax)
ttereick@pageaz.gov

Courage - Compassion - Integrity

CONFIDENTIAL AND PRIVILEGED COMMUNICATION. This material is intended for named recipient only. If you receive this and are not the named, intended recipient, please do not read the contents of the e-mail or any attachments. This information may also be protected through an attorney client privilege. Please inform the sender of the error so re-transmittal to the intended recipient may occur. Please do not copy/share the contents of the transmission. Please delete the e-mail and any attachments. Thank you.

From: Dan Caputo <d.caputo@northlandinvestigations.com>
Sent: Tuesday, July 31, 2018 7:16 PM
To: Terry TerEick <ttereick@pageaz.gov>
Subject: RE: Polygraph - [REDACTED]

Great! Attached is that form.
Thanks Terry!

From: Terry TerEick <ttereick@pageaz.gov>
Sent: Tuesday, July 31, 2018 7:44 PM
To: Dan Caputo <d.caputo@northlandinvestigations.com>
Subject: Re: Polygraph - [REDACTED]

Yes that works! I will send AZPOST doc tomorrow. Can you send me the paper she needs to bring with? I can't find the file on my computer.

Terry TerEick

Detective
Page Police Department
808 Coppermine Rd.
PO Box 3005
Page, AZ 86040
928-645-4108 (phone)
928-645-4394 (fax)
ttereick@pageaz.gov

Courage - Compassion - Integrity

CONFIDENTIAL AND PRIVILEGED COMMUNICATION. This material is intended for named recipient only. If you receive this and are not the named, intended recipient, please do not read the contents of the e-mail or any attachments. This information may also be protected through an attorney client privilege. Please inform the sender of the error so re-transmittal to the intended recipient may occur. Please do not

copy/share the contents of the transmission. Please delete the e-mail and any attachments. Thank you.

On Jul 29, 2018, at 11:45 AM, Dan Caputo <d.caputo@northlandinvestigations.com> wrote:

Hi Terry,
I will be attending the DPS officer funeral on Friday August 3rd, so I will need to reschedule this test; however, I just had an appointment open up on August 2nd at 11 am with me at the Flagstaff Police Department. Can your applicant make that time and date?
Thanks

Dan Caputo
Northland Investigations, LLC
928-607-2153

From: Terry TerEick <ttereick@pageaz.gov>
Sent: Thursday, July 26, 2018 5:22 PM
To: Dan Caputo <d.caputo@northlandinvestigations.com>
Cc: Erik Caputo <erik@northlandinvestigations.com>; dan <dan@northlandinvestigations.com>; Larry Jones <ljones@pageaz.gov>
Subject: Re: Polygraph - [REDACTED]

That works perfect. Thanks.

Terry TerEick
Detective
Page Police Department
808 Coppermine Rd.
PO Box 3005
Page, AZ 86040
928-645-4108 (phone)
928-645-4394 (fax)
ttereick@pageaz.gov

Courage - Compassion - Integrity

CONFIDENTIAL AND PRIVILEGED COMMUNICATION. This material is intended for named recipient only. If you receive this and are not the named, intended recipient, please do not read the contents of the e-mail or any attachments. This information may also be protected through an attorney client privilege. Please inform the sender of the error so re-transmittal to the intended recipient may occur. Please do not copy/share the contents of the transmission. Please delete the e-mail and any attachments. Thank you.

On Jul 26, 2018, at 5:11 PM, Dan Caputo <d.caputo@northlandinvestigations.com> wrote:

How about August 3rd at 11am at the Switzer office?

From: Terry TerEick <ttereick@pageaz.gov>
Sent: Thursday, July 26, 2018 9:14 AM
To: Erik Caputo <erik@northlandinvestigations.com>;
dan <dan@northlandinvestigations.com>
Cc: Larry Jones <ljones@pageaz.gov>
Subject: Polygraph - [REDACTED]

I'd like to schedule a polygraph for a police applicant. Can you give me a few options on days/times?

Terry TerEick

Detective
Page Police Department
808 Coppermine Rd.
PO Box 3005
Page, AZ 86040
928-645-4108 (phone)
928-645-4394 (fax)
ttereick@pageaz.gov

Courage - Compassion - Integrity

CONFIDENTIAL AND PRIVILEGED COMMUNICATION.
This material is intended for named recipient only. If you receive this and are not the named, intended recipient, please do not read the contents of the e-mail or any attachments. This information may also be protected through an attorney client privilege. Please inform the sender of the error so re-transmittal to the intended recipient may occur. Please do not copy/share the contents of the transmission. Please delete the e-mail and any attachments. Thank you.

Cindy Scott

From: erik@northlandinvestigations.com
Sent: Wednesday, July 25, 2018 4:55 PM
To: Larry Jones
Cc: dan
Subject: Re: Poly 07/25
Attachments: 18-PD0711E [REDACTED] (DLST).pdf

No worries Larry. She passed, but disclosed that she [REDACTED].
She said she told you this, but it was not on her AZPOST application.
No other issues with her. Let me know if you have any questions on this one, thanks!

EC

Quoting Larry Jones <ljones@pageaz.gov>:

> Shoot Erik, sorry. I forgot to send it Monday. I have been out of the
> office for the past couple weeks. Did she pass?

>

>

> Get Outlook for iOS<<https://aka.ms/o0ukef>>

>

>

> From: Erik Caputo <erik@northlandinvestigations.com>

> Sent: Tuesday, July 24, 2018 11:02 AM

> To: Larry Jones

> Subject: Poly 07/25

>

> Hi Larry-

>

> Can you send the AZPOST application and background for [REDACTED] please? Thanks!

>

> EC

Cindy Scott

From: Dan Caputo <d.caputo@northlandinvestigations.com>
Sent: Monday, July 16, 2018 8:35 AM
To: Larry Jones
Subject: RE: Polygraph Report for [REDACTED]

Good morning Larry,
I am back from vacation and trying to catch up on my day. Is [REDACTED] coming in today at 2pm? I didn't see a confirmation.
Thanks!
Dan

-----Original Message-----

From: Larry Jones <ljones@pageaz.gov>
Sent: Tuesday, July 10, 2018 1:38 PM
To: Dan Caputo <d.caputo@northlandinvestigations.com>; 'Erik Caputo' <erik@northlandinvestigations.com>
Subject: RE: Polygraph Report for [REDACTED]

Dan and Erik,

Since you are the experts, I will leave it up to you guys. We can do either the 16th or 17th with Dan or the 25th with Erik. Whichever you think is the best way to approach it.

-----Original Message-----

From: Dan Caputo <d.caputo@northlandinvestigations.com>
Sent: Monday, July 9, 2018 7:58 PM
To: 'Erik Caputo' <erik@northlandinvestigations.com>; Larry Jones <ljones@pageaz.gov>
Subject: RE: Polygraph Report for [REDACTED]

If the 11th doesn't work, I can probably get her in on the 16th or 17th?

-----Original Message-----

From: Erik Caputo <erik@northlandinvestigations.com>
Sent: Monday, July 9, 2018 2:26 PM
To: Larry Jones <ljones@pageaz.gov>
Cc: d.caputo@northlandinvestigations.com
Subject: Re: Polygraph Report for [REDACTED]

Sometimes, I like to have another examiner conduct the re-test. There are cases where another examiner will ease the client and give them a new perspective to help them get through the test. However, there have been cases where the applicant will admit to lying to the previous examiner and disclose more information to another examiner.

In this case, I would not have a problem re-testing her. I thought we had a good relationship in the poly and I am hoping I can get her through this topic now that she has disclosed this information. My only concern is that there is a possibility that I wouldn't get her in until the 25th. I will know by noon tomorrow on the slot Wednesday though.

If this slot doesn't work out, do you want me to check with Dan for a sooner appointment or keep the one with me on the 25th?

EC

> On Jul 9, 2018, at 11:31, Larry Jones <ljones@pageaz.gov> wrote:

>

> Yes please keep me updated. We will take that opening if it becomes available. I was thinking it would be best to have you complete the second poly...do you agree with that?

>

> -----Original Message-----

> From: Erik Caputo <erik@northlandinvestigations.com>

> Sent: Monday, July 9, 2018 11:04 AM

> To: Larry Jones <ljones@pageaz.gov>

> Cc: dan <dan@northlandinvestigations.com>

> Subject: Re: Polygraph Report for [REDACTED]

>

> Sounds great! The next slot I have for me is on the 25th at 0800 hrs, however, I may have an opening on the 11th in the afternoon at 1300 hrs. I won't know about this opening until this afternoon or early tomorrow so I can keep you posted if that would work. Thanks Larry!

>

> EC

>

>> On Jul 9, 2018, at 10:45, Larry Jones <ljones@pageaz.gov> wrote:

>>

>> Erik,

>>

>> We met with [REDACTED] this morning and discussed the issues with the polygraph. Chief would like her to be re-polygraphed by you. When is the soonest you could get [REDACTED] back in for a polygraph, specifically for the [REDACTED] to see if we can get her cleared up?

>>

>> Larry Jones

>> Support Services Lieutenant

>> Page Police Department

>> 808 Coppermine Road

>> P.O. Box 3005

>> Page, AZ 86040

>> 928-645-4378 (Phone)

>> 928-645-4128 (Fax)

>> ljones@pageaz.gov

>>

>>

>> Courage - Compassion - Integrity

>>

>> CONFIDENTIAL AND PRIVILEGED COMMUNICATION. This material is intended for named recipient(s) only. If you receive this and are not the named, intended recipient (s), please do not read the contents of the e-mail or any attachments. This information may also be protected through an attorney client privilege. Please inform the sender of the error so re-transmittal to the intended recipient may occur. Please do not copy/share the contents of the transmission. Please delete the e-mail and any attachments. Thank you.

>>

>>

>>

>>

>>

>> -----Original Message-----

>> From: erik@northlandinvestigations.com <erik@northlandinvestigations.com>

>> Sent: Saturday, July 7, 2018 11:02 AM
>> To: Larry Jones <ljones@pageaz.gov>
>> Cc: dan <dan@northlandinvestigations.com>
>> Subject: Polygraph Report for [REDACTED]

>>

>>

>>

>> Good morning Larry-

>>

>> Here is the report for [REDACTED]. As we discussed, she did not pass in regards to her past [REDACTED]. She had some new disclosures that she did not mention in her background interview about [REDACTED] at work and [REDACTED] afterwards. She also disclosed that she was not truthful in regards to giving [REDACTED]. [REDACTED] Let me know if you have questions on this one. Thanks!

>>

>> Erik

>

Cindy Scott

From: Dan Caputo <d.caputo@northlandinvestigations.com>
Sent: Sunday, May 20, 2018 8:59 PM
To: Larry Jones
Subject: Poly Report for [REDACTED]
Attachments: 18-N0510 [REDACTED] (Page PD).pdf

Hi Larry,
Here is that report for [REDACTED] Sorry for the delay!
Thanks

Dan Caputo
Northland Investigations, LLC
928-607-2153

Cindy Scott

From: Dan Caputo <d.caputo@northlandinvestigations.com>
Sent: Thursday, May 3, 2018 9:38 AM
To: Larry Jones
Subject: RE: [REDACTED] Polygraph

Great thanks!

From: Larry Jones <ljones@pageaz.gov>
Sent: Thursday, May 3, 2018 9:27 AM
To: Dan Caputo <d.caputo@northlandinvestigations.com>
Subject: [REDACTED] Polygraph

[REDACTED] said the 15th will work for her.

Larry

From: Larry Jones
Sent: Tuesday, May 1, 2018 9:56 AM
To: 'Dan Caputo' <d.caputo@northlandinvestigations.com>
Subject: RE: Polygraph For [REDACTED]

Ok, just waiting to hear back from the applicant. I attached the application and gave her your questionnaire.

Larry

From: Dan Caputo <d.caputo@northlandinvestigations.com>
Sent: Monday, April 30, 2018 2:01 PM
To: Larry Jones <ljones@pageaz.gov>
Subject: RE: Polygraph For [REDACTED]

How about the 15th at my Switzer Canyon Office at 11 am?

From: Larry Jones <ljones@pageaz.gov>
Sent: Monday, April 30, 2018 1:58 PM
To: Dan Caputo <d.caputo@northlandinvestigations.com>
Subject: RE: Polygraph For [REDACTED]

Actually, I need a patrol officer applicant polygraph. She is free on Monday's and Tuesday's starting the week of 5/14. Let me know what you have available.

Thanks,
Larry

From: Dan Caputo <d.caputo@northlandinvestigations.com>
Sent: Monday, April 30, 2018 1:35 PM
To: Larry Jones <ljones@pageaz.gov>
Subject: RE: Polygraph For [REDACTED]

Ok thanks for the update Larry. Let me know if you need any others.

Thanks!

Dan

From: Larry Jones <ljones@pageaz.gov>

Sent: Monday, April 30, 2018 10:00 AM

To: Dan Caputo <d.caputo@northlandinvestigations.com>

Subject: RE: Polygraph For [REDACTED]

Hi Dan,

After discussing with the Chief, we will not be moving forward with [REDACTED]

Thanks,

Larry Jones

Support Services Lieutenant

Page Police Department

808 Coppermine Road

P.O. Box 3005

Page, AZ 86040

928-645-4378 (Phone)

928-645-4128 (Fax)

ljones@pageaz.gov



Courage - Compassion - Integrity

CONFIDENTIAL AND PRIVILEGED COMMUNICATION. This material is intended for named recipient(s) only. If you receive this and are not the named, intended recipient (s), please do not read the contents of the e-mail or any attachments. This information may also be protected through an attorney client privilege. Please inform the sender of the error so re-transmittal to the intended recipient may occur. Please do not copy/share the contents of the transmission. Please delete the e-mail and any attachments. Thank you.

From: Dan Caputo <d.caputo@northlandinvestigations.com>

Sent: Friday, April 27, 2018 1:43 PM

To: Larry Jones <ljones@pageaz.gov>

Subject: Polygraph For [REDACTED]

Hey LT,

Attached is the report for [REDACTED]. She had issues regarding serious [REDACTED] that she says is relating to a [REDACTED] she had with [REDACTED]. She was very emotional about it. Give me a call to discuss follow-up options.

Thanks!

Dan Caputo

Northland Investigations, LLC

928-607-2153

Cindy Scott

From: Cody Miller
Sent: Tuesday, May 1, 2018 5:32 PM
To: Larry Jones; Tim Lange
Subject: Fwd: Poly Info

Sent from my iPhone

Begin forwarded message:

From: "Dan Caputo" <d.caputo@northlandinvestigations.com>
Date: May 1, 2018 at 6:29:57 PM MDT
To: "'Cody Miller'" <cmiller@pageaz.gov>
Subject: RE: Poly Info

Hi Cody

██████████ passed today. It is going to take me a little more time than normal to write the report....but nothing that he hasn't reported to you.

Thanks!

Dan

From: Cody Miller <cmiller@pageaz.gov>
Sent: Monday, April 16, 2018 10:50 AM
To: Dan Caputo <d.caputo@northlandinvestigations.com>
Subject: FW: Poly Info

In reference to this Polygraph, the applicant is worried about some ██████████ he has done. He started working at a ██████████ and worked his way up to a ██████████. He was shown/trained on how things were done and after a short time with him being a ██████████ and having high ethics he did not think it was ok. He did some research and found that his boss had taught his some ██████████ ways to get people ██████████. This never changed the amount ██████████ by the bank but it showed that the ██████████. As soon as he found out he notified the ██████████ and his ██████████. He has now took over ██████████ his former boss's job and worked with the ██████████ stop all ██████████ in conducting in the same way. The applicant has high ethics and did not like the way the ██████████ were handled. The applicant was worried that the ██████████ that he conducted in the past not knowing that ██████████ at the time were ██████████. If you could bring this up in the polygraph I would appreciate it. It you need some clarification on this call me on my cell.

██████████ 928-000-0102.

Thanks,

Detective Cody Miller # 1631
Page Police Department – Criminal Investigations Division
808 Coppermine Rd.
P.O. Box 3005
Page, AZ 86040
Office: (928) 645-4374

Dispatch: (928) 645-2463

Fax: (928) 645-4394

cmiller@pageaz.gov



*Courage * Compassion * Integrity*

CONFIDENTIAL AND PRIVILEGED COMMUNICATION. This material is intended for named recipient(s) only. If you receive this and are not the named, intended recipient (s), please do not read the contents of the e-mail or any attachments. This information may also be protected through an attorney client privilege. Please inform the sender of the error so re-transmittal to the intended recipient may occur. Please do not copy/share the contents of the transmission. Please delete the e-mail and any attachments. Thank you.

From: Cody Miller

Sent: Wednesday, April 11, 2018 12:59 PM

To: Dan Caputo <d.caputo@northlandinvestigations.com>

Subject: RE: Poly Info

Here is the applicants azpost. He has worked for us in the past on several occasions and is still certified.

Thanks,

Detective Cody Miller # 1631

Page Police Department – Criminal Investigations Division

808 Coppermine Rd.

P.O. Box 3005

Page, AZ 86040

Office: (928) 645-4374

Dispatch: (928) 645-2463

Fax: (928) 645-4394

cmiller@pageaz.gov



*Courage * Compassion * Integrity*

CONFIDENTIAL AND PRIVILEGED COMMUNICATION. This material is intended for named recipient(s) only. If you receive this and are not the named, intended recipient (s), please do not read the contents of the e-mail or any attachments. This information may also be protected through an attorney client

privilege. Please inform the sender of the error so re-transmittal to the intended recipient may occur. Please do not copy/share the contents of the transmission. Please delete the e-mail and any attachments. Thank you.

From: Dan Caputo <d.caputo@northlandinvestigations.com>

Sent: Wednesday, April 11, 2018 9:29 AM

To: Cody Miller <cmiller@pageaz.gov>

Subject: Poly Info

Hi Cody,

Please have the applicant fill out the attached SOP form and bring completed to the test. Also, please email me the AZPOST form when you get time.

Thanks!

Dan Caputo

Northland Investigations, LLC

928-607-2153

Cindy Scott

From: Dan Caputo <d.caputo@northlandinvestigations.com>
Sent: Monday, April 30, 2018 2:01 PM
To: Larry Jones
Subject: RE: Polygraph For [REDACTED]

How about the 15th at my Switzer Canyon Office at 11 am?

From: Larry Jones <ljones@pageaz.gov>
Sent: Monday, April 30, 2018 1:58 PM
To: Dan Caputo <d.caputo@northlandinvestigations.com>
Subject: RE: Polygraph For [REDACTED]

Actually, I need a patrol officer applicant polygraph. She is free on Monday's and Tuesday's starting the week of 5/14. Let me know what you have available.

Thanks,
Larry

From: Dan Caputo <d.caputo@northlandinvestigations.com>
Sent: Monday, April 30, 2018 1:35 PM
To: Larry Jones <ljones@pageaz.gov>
Subject: RE: Polygraph For [REDACTED]

Ok thanks for the update Larry. Let me know if you need any others.
Thanks!
Dan

From: Larry Jones <ljones@pageaz.gov>
Sent: Monday, April 30, 2018 10:00 AM
To: Dan Caputo <d.caputo@northlandinvestigations.com>
Subject: RE: Polygraph For [REDACTED]

Hi Dan,

After discussing with the Chief, we will not be moving forward with [REDACTED]

Thanks,

Larry Jones
Support Services Lieutenant
Page Police Department
808 Coppermine Road
P.O. Box 3005
Page, AZ 86040
928-645-4378 (Phone)
928-645-4128 (Fax)
ljones@pageaz.gov



Courage - Compassion - Integrity

CONFIDENTIAL AND PRIVILEGED COMMUNICATION. This material is intended for named recipient(s) only. If you receive this and are not the named, intended recipient (s), please do not read the contents of the e-mail or any attachments. This information may also be protected through an attorney client privilege. Please inform the sender of the error so re-transmittal to the intended recipient may occur. Please do not copy/share the contents of the transmission. Please delete the e-mail and any attachments. Thank you.

From: Dan Caputo <d.caputo@northlandinvestigations.com>

Sent: Friday, April 27, 2018 1:43 PM

To: Larry Jones <ljones@pageaz.gov>

Subject: Polygraph For [REDACTED]

Hey LT,

Attached is the report for [REDACTED]. She had issues regarding serious [REDACTED] that she says is relating to [REDACTED] she had with her [REDACTED]. She was very emotional about it. Give me a call to discuss follow-up options.

Thanks!

Dan Caputo

Northland Investigations, LLC

928-607-2153

Cindy Scott

From: Dan Caputo <d.caputo@northlandinvestigations.com>
Sent: Monday, April 16, 2018 9:46 PM
To: Larry Jones
Subject: RE: Dispatcher Polygraph

Got it thanks!

From: Larry Jones <ljones@pageaz.gov>
Sent: Monday, April 16, 2018 4:21 PM
To: Dan Caputo <d.caputo@northlandinvestigations.com>
Subject: RE: Dispatcher Polygraph

Here you go.

From: Dan Caputo <d.caputo@northlandinvestigations.com>
Sent: Monday, April 16, 2018 2:35 PM
To: Larry Jones <ljones@pageaz.gov>
Subject: RE: Dispatcher Polygraph

Great! Send me the application and background info. Also, have the applicant fill out the attached SOP form. It is a new one.

Thanks!

From: Larry Jones <ljones@pageaz.gov>
Sent: Monday, April 16, 2018 2:25 PM
To: Dan Caputo <d.caputo@northlandinvestigations.com>
Cc: erik@northlandinvestigations.com
Subject: RE: Dispatcher Polygraph

Dan,

That works great...thanks!

Larry Jones

Support Services Lieutenant
Page Police Department
808 Coppermine Road
P.O. Box 3005
Page, AZ 86040
928-645-4378 (Phone)
928-645-4128 (Fax)
ljones@pageaz.gov



Courage - Compassion - Integrity

CONFIDENTIAL AND PRIVILEGED COMMUNICATION. This material is intended for named recipient(s) only. If you receive this and are not the named, intended recipient (s), please do not read the contents of the e-mail or any attachments. This information may also be protected through an attorney client privilege. Please inform the sender of the error so re-transmittal to the intended recipient may occur. Please do not copy/share the contents of the transmission. Please delete the e-mail and any attachments. Thank you.

From: Dan Caputo <d.caputo@northlandinvestigations.com>
Sent: Monday, April 16, 2018 1:31 PM
To: Larry Jones <ljones@pageaz.gov>
Cc: 'Erik Caputo' <erik@northlandinvestigations.com>
Subject: RE: Dispatcher Polygraph

Hi Larry!
How about we do the 27th with me at the Police Department at 9am?
Hope you are well also.

Dan Caputo
Northland Investigations, LLC
928-607-2153

From: Larry Jones <ljones@pageaz.gov>
Sent: Monday, April 16, 2018 9:30 AM
To: Dan Caputo <d.caputo@northlandinvestigations.com>; erik@northlandinvestigations.com
Subject: Dispatcher Polygraph

Hey guys,

I have a dispatch applicant that needs a polygraph set up. Do you have a Monday or Friday open in the next few weeks? If not, she said she could make another day work, but Mondays and Fridays are best. Hope all is well.

Thanks,

Larry Jones
Support Services Lieutenant
Page Police Department
808 Coppermine Road
P.O. Box 3005
Page, AZ 86040
928-645-4378 (Phone)

928-645-4128 (Fax)

ljones@pageaz.gov



Courage - Compassion - Integrity

CONFIDENTIAL AND PRIVILEGED COMMUNICATION. This material is intended for named recipient(s) only. If you receive this and are not the named, intended recipient (s), please do not read the contents of the e-mail or any attachments. This information may also be protected through an attorney client privilege. Please inform the sender of the error so re-transmittal to the intended recipient may occur. Please do not copy/share the contents of the transmission. Please delete the e-mail and any attachments. Thank you.

Cindy Scott

From: Dan Caputo <d.caputo@northlandinvestigations.com>
Sent: Tuesday, March 27, 2018 8:07 AM
To: Terry TerEick
Subject: Polygraph Report
Attachments: 18-N0310 [REDACTED] (Page PD).pdf

Good morning,
Attached is the report for [REDACTED]
Thanks!

Dan Caputo
Northland Investigations, LLC
928-607-2153

Cindy Scott

From: [REDACTED]
Sent: Thursday, March 22, 2018 11:27 AM
To: Terry TerEick
Subject: Re: Polygraph Interview

Got it. Thank you.

Sent from my iPhone

On Mar 22, 2018, at 9:26 AM, Terry TerEick <ttereick@pageaz.gov> wrote:

I received a message that they need to reschedule to 2:00pm. It will still be on March 26. The new location is going to be 930 N. Switzer Canyon, Ste. 111 in Flagstaff. You will be meeting with Dan Caputo. Be sure to bring the completed form with you that I sent you.

Can you reply to this email so I know you got this? Thanks!

Terry TerEick

Detective
Page Police Department
808 Coppermine Rd.
PO Box 3005
Page, AZ 86040
928-645-4108 (phone)
928-645-4394 (fax)
ttereick@pageaz.gov

Courage - Compassion - Integrity

CONFIDENTIAL AND PRIVILEGED COMMUNICATION. This material is intended for named recipient only. If you receive this and are not the named, intended recipient, please do not read the contents of the e-mail or any attachments. This information may also be protected through an attorney client privilege. Please inform the sender of the error so re-transmittal to the intended recipient may occur. Please do not copy/share the contents of the transmission. Please delete the e-mail and any attachments. Thank you.

From: Terry TerEick
Sent: Tuesday, March 13, 2018 8:56 AM
To: [REDACTED]
Cc: Terry TerEick <ttereick@pageaz.gov>
Subject: Polygraph Interview

Hi [REDACTED]

I set up a polygraph interview for you on Monday, March 26, at 1:00pm.

Will that work for you?

It is located at Flagstaff PD (911 E Sawmill Rd) and you will be meeting with Erik Caputo. The attached document will need to be completed prior to the interview and you will need to bring it with you.

Terry TerEick

Detective

Page Police Department

808 Coppermine Rd.

PO Box 3005

Page, AZ 86040

928-645-4108 (phone)

928-645-4394 (fax)

ttereick@pageaz.gov

Courage - Compassion - Integrity

CONFIDENTIAL AND PRIVILEGED COMMUNICATION. This material is intended for named recipient only. If you receive this and are not the named, intended recipient, please do not read the contents of the e-mail or any attachments. This information may also be protected through an attorney client privilege. Please inform the sender of the error so re-transmittal to the intended recipient may occur. Please do not copy/share the contents of the transmission. Please delete the e-mail and any attachments. Thank you.

Cindy Scott

From: Dan Caputo <d.caputo@northlandinvestigations.com>
Sent: Thursday, March 15, 2018 8:23 AM
To: Terry TerEick
Cc: erik@northlandinvestigations.com
Subject: Polygraph for Recruit
Attachments: Statement of Personal History (Fillable).docx

Good morning Terry,

Erik has a conflict on the 26th so we need to change the appointment time and location for the dispatch recruit on the 26th. I can get still get her in on the 26th, but I need to change the time to 2pm and the location to:

930 N. Switzer Canyon
STE 111
Flagstaff, AZ 86001

Let me know if there are any issues. I have also attached our new SOP form that she can bring filled out to the test.
Thanks!

Dan Caputo

Northland Investigations, LLC
928-607-2153

Cindy Scott

From: Cody Miller
Sent: Wednesday, March 7, 2018 3:34 PM
To: Larry Jones
Subject: Fwd: Polygraphs forms
Attachments: image001.jpg; ATT00001.htm; image002.png; ATT00002.htm; [REDACTED].doc; ATT00003.htm

Sent from my iPhone

Begin forwarded message:

From: "Dan Caputo" <d.caputo@northlandinvestigations.com>
Date: March 7, 2018 at 12:14:36 PM MST
To: "Cody Miller" <cmiller@pageaz.gov>
Subject: RE: Polygraphs forms

Oh man, I am in an interview right now. Let me send you a rough draft of the report. Main disclosures were [REDACTED] at [REDACTED] that went undetected, [REDACTED] on duty at [REDACTED]

From: Cody Miller <cmiller@pageaz.gov>
Sent: Wednesday, March 7, 2018 11:55 AM
To: Dan Caputo <d.caputo@northlandinvestigations.com>
Subject: RE: Polygraphs forms

Dan, I am in the process of his background interview now can you let me know what the disclosures are so I can make sure that are brought up during this interview?

Thanks,

Cody

From: Dan Caputo [<mailto:d.caputo@northlandinvestigations.com>]
Sent: Wednesday, March 7, 2018 11:33 AM
To: Cody Miller <cmiller@pageaz.gov>
Subject: RE: Polygraphs forms

Hi Cody,

Yes I have a new one to send you that is attached. I am still working on his report. He passed, but had some disclosures. I should be able to finish it by this afternoon.

Thanks!

Dan

From: Cody Miller <cmiller@pageaz.gov>
Sent: Wednesday, March 7, 2018 11:29 AM
To: Dan Caputo <d.caputo@northlandinvestigations.com>
Subject: Polygraphs forms

Dan, [REDACTED] told me that when he did his polygraph yesterday he was told that we are using an old pre-questionnaire form. Would you be able to send me the new form.

Thanks,

Detective Cody Miller # 1631

Page Police Department – Criminal Investigations Division

808 Coppermine Rd.

P.O. Box 3005

Page, AZ 86040

Office: (928) 645-4374

Dispatch: (928) 645-2463

Fax: (928) 645-4394

cmiller@pageaz.gov

Cindy Scott

From: erik@northlandinvestigations.com
Sent: Wednesday, December 13, 2017 6:00 PM
To: Terry TerEick
Cc: dan
Subject: Re: Polygraph
Attachments: 17-PD1203E [REDACTED] (DLST).pdf

Here is the poly report for [REDACTED]. He passed without any issues.

I did not see any red flags with the issues in regards to [REDACTED]. Let me know if you have any questions on this. Thanks!

Erik

Quoting Terry TerEick <ttereick@pageaz.gov>:

> I got your message. Thank you very much.

>

> Terry TerEick

> Detective

> Page Police Department

> 808 Coppermine Rd.

> PO Box 3005

> Page, AZ 86040

> 928-645-4108 (phone)

> 928-645-4394 (fax)

> ttereick@pageaz.gov<mailto:ttereick@pageaz.gov>

>

> Courage - Compassion - Integrity

>

> CONFIDENTIAL AND PRIVILEGED COMMUNICATION. This material is intended

> for named recipient only. If you receive this and are not the named,

> intended recipient, please do not read the contents of the e-mail or

> any attachments. This information may also be protected through an

> attorney client privilege. Please inform the sender of the error so

> re-transmittal to the intended recipient may occur. Please do not

> copy/share the contents of the transmission. Please delete the e-mail

> and any attachments. Thank you.

>

> On Dec 12, 2017, at 3:13 PM, Erik Caputo

> <erik@northlandinvestigations.com<mailto:erik@northlandinvestigations.

> com>>

> wrote:

>

> Thanks for heads up on this Terry, I will hit this area tomorrow for

> you. Thanks!

>

> EC
>
> Sent from my iPhone
>
> On Dec 12, 2017, at 13:26, Terry TerEick
> <ttereick@pageaz.gov<mailto:ttereick@pageaz.gov>> wrote:
>
> I have an area of concern. This applicant has been [REDACTED]
> [REDACTED] regarding [REDACTED]. It is unknown if the
> applicant actually knows of this guy's criminal history. But I'd like
> to know if he hangs around during [REDACTED] or any types of [REDACTED]
>
> Terry TerEick
> Detective
> Page Police Department
> 808 Coppermine Rd.
> PO Box 3005
> Page, AZ 86040
> 928-645-4108 (phone)
> 928-645-4394 (fax)
> ttereick@pageaz.gov<mailto:ttereick@pageaz.gov>
>
> Courage - Compassion - Integrity
>
> CONFIDENTIAL AND PRIVILEGED COMMUNICATION. This material is intended
> for named recipient only. If you receive this and are not the named,
> intended recipient, please do not read the contents of the e-mail or
> any attachments. This information may also be protected through an
> attorney client privilege. Please inform the sender of the error so
> re-transmittal to the intended recipient may occur. Please do not
> copy/share the contents of the transmission. Please delete the e-mail
> and any attachments. Thank you.
>
> From: Terry TerEick
> Sent: Thursday, December 7, 2017 9:35 AM
> To: Dan Caputo
> <d.caputo@northlandinvestigations.com<mailto:d.caputo@northlandinvesti
> gations.com>>
> Cc:
> erik@northlandinvestigations.com<mailto:erik@northlandinvestigations.c
> om>
> Subject: RE: Polygraph
>
> Here is his statement of personal history. (attached)
>
>
> Terry TerEick
> Detective
> Page Police Department
> 808 Coppermine Rd.
> PO Box 3005
> Page, AZ 86040

> 928-645-4108 (phone)
> 928-645-4394 (fax)
> ttereick@pageaz.gov<mailto:ttereick@pageaz.gov>
>
> Courage - Compassion - Integrity
>
> CONFIDENTIAL AND PRIVILEGED COMMUNICATION. This material is intended
> for named recipient only. If you receive this and are not the named,
> intended recipient, please do not read the contents of the e-mail or
> any attachments. This information may also be protected through an
> attorney client privilege. Please inform the sender of the error so
> re-transmittal to the intended recipient may occur. Please do not
> copy/share the contents of the transmission. Please delete the e-mail
> and any attachments. Thank you.

>
>
>
> From: Dan Caputo [mailto:d.caputo@northlandinvestigations.com]
> Sent: Wednesday, December 6, 2017 4:26 PM
> To: Terry TerEick <ttereick@pageaz.gov<mailto:ttereick@pageaz.gov>>
> Cc:
> erik@northlandinvestigations.com<mailto:erik@northlandinvestigations.c
> om>
> Subject: RE: Polygraph

>
> Time of 8 am on the 13th

>
> From: Dan Caputo [mailto:d.caputo@northlandinvestigations.com]
> Sent: Wednesday, December 6, 2017 4:23 PM
> To: 'Terry TerEick' <ttereick@pageaz.gov<mailto:ttereick@pageaz.gov>>
> Cc:
> 'erik@northlandinvestigations.com<mailto:erik@northlandinvestigations.com>'
> <erik@northlandinvestigations.com<mailto:erik@northlandinvestigations.
> com>>
> Subject: RE: Polygraph

>
> Hi Terry,
> How about December 13th with Erik at the Flag Police Department?

>
> From: Terry TerEick [mailto:ttereick@pageaz.gov]
> Sent: Wednesday, December 6, 2017 10:58 AM
> To:
> erik@northlandinvestigations.com<mailto:erik@northlandinvestigations.c
> om>;
> Dan Caputo
> <d.caputo@northlandinvestigations.com<mailto:d.caputo@northlandinvesti
> gations.com>>
> Subject: Polygraph

>
> Hello,

>
> I need to set up a polygraph interview for a police officer applicant.

> Can you let me know what day/time you have available?

>

> Terry TerEick

> Detective

> Page Police Department

> 808 Coppermine Rd.

> PO Box 3005

> Page, AZ 86040

> 928-645-4108 (phone)

> 928-645-4394 (fax)

> ttereick@pageaz.gov<mailto:ttereick@pageaz.gov>

>

> Courage - Compassion - Integrity

>

> CONFIDENTIAL AND PRIVILEGED COMMUNICATION. This material is intended

> for named recipient only. If you receive this and are not the named,

> intended recipient, please do not read the contents of the e-mail or

> any attachments. This information may also be protected through an

> attorney client privilege. Please inform the sender of the error so

> re-transmittal to the intended recipient may occur. Please do not

> copy/share the contents of the transmission. Please delete the e-mail

> and any attachments. Thank you.

Cindy Scott

From: Larry Jones
Sent: Tuesday, November 28, 2017 7:49 AM
To: Terry TerEick
Cc: Cody Miller
Subject: RE: Polygraph On October 5th

Copy, I will let Dan know.

From: Terry TerEick
Sent: Tuesday, November 28, 2017 7:45 AM
To: Larry Jones <ljones@pageaz.gov>
Cc: Cody Miller <cmiller@pageaz.gov>
Subject: Re: Polygraph On October 5th

Pretty sure it was the 5th.

Terry TerEick

Detective
Page Police Department
808 Coppermine Rd.
PO Box 3005
Page, AZ 86040
928-645-4108 (phone)
928-645-4394 (fax)
ttereick@pageaz.gov

Courage - Compassion - Integrity

CONFIDENTIAL AND PRIVILEGED COMMUNICATION. This material is intended for named recipient only. If you receive this and are not the named, intended recipient, please do not read the contents of the e-mail or any attachments. This information may also be protected through an attorney client privilege. Please inform the sender of the error so re-transmittal to the intended recipient may occur. Please do not copy/share the contents of the transmission. Please delete the e-mail and any attachments. Thank you.

On Nov 28, 2017, at 6:43 AM, Larry Jones <ljones@pageaz.gov> wrote:

I don't see one for October 5th. Terry, what day did [REDACTED] go down for hers?

From: Terry TerEick
Sent: Monday, November 27, 2017 4:04 PM
To: Cody Miller <cmiller@pageaz.gov>
Cc: Larry Jones <ljones@pageaz.gov>
Subject: Re: Polygraph On October 5th

Only person I set up was [REDACTED]

Terry TerEick

Detective
Page Police Department
808 Coppermine Rd.
PO Box 3005
Page, AZ 86040
928-645-4108 (phone)
928-645-4394 (fax)
ttereick@pageaz.gov

Courage - Compassion - Integrity

CONFIDENTIAL AND PRIVILEGED COMMUNICATION. This material is intended for named recipient only. If you receive this and are not the named, intended recipient, please do not read the contents of the e-mail or any attachments. This information may also be protected through an attorney client privilege. Please inform the sender of the error so re-transmittal to the intended recipient may occur. Please do not copy/share the contents of the transmission. Please delete the e-mail and any attachments. Thank you.

On Nov 27, 2017, at 2:18 PM, Cody Miller <cmiller@pageaz.gov> wrote:

Dan is asking if either of you know who we scheduled for a poly for Oct 5, I didn't have anyone scheduled for that day.

Thanks,
Cody

From: Dan Caputo [<mailto:d.caputo@northlandinvestigations.com>]
Sent: Monday, November 27, 2017 2:56 PM
To: Cody Miller <cmiller@pageaz.gov>
Subject: FW: Polygraph On October 5th

Hey Cody,
Any luck with a name for this test?
Thanks
Dan

From: Dan Caputo [<mailto:d.caputo@northlandinvestigations.com>]
Sent: Sunday, November 19, 2017 7:45 PM
To: 'Cody Miller' <cmiller@pageaz.gov>
Subject: Polygraph On October 5th

Hi Cody,
I am trying to update my records for invoicing and for the life of me I cannot find information on the test we did for you guys on October 5th. Do you happen to have a name of the applicant that we tested on October 5th? I had a hard drive failure so I am still piecing together data.
Thanks for your help!
Dan

Cindy Scott

From: Cody Miller
Sent: Wednesday, November 15, 2017 1:27 PM
To: Larry Jones
Subject: Fwd: Polygraph
Attachments: 17-N1106B [REDACTED].pdf; ATT00001.htm

[REDACTED] poly results. I will complete the rest of the background when i get back.

Thanks Cody

Sent from my iPhone

Begin forwarded message:

From: "Dan Caputo" <d.caputo@northlandinvestigations.com>
Date: November 15, 2017 at 13:23:12 MST
To: "'Cody Miller'" <cmiller@pageaz.gov>
Subject: RE: Polygraph

Hi Cody,
Sorry I completely forgot to send you this report!!! Sorry for the delay.

From: Cody Miller [<mailto:cmiller@pageaz.gov>]
Sent: Wednesday, November 15, 2017 1:07 PM
To: Dan Caputo <d.caputo@northlandinvestigations.com>
Subject: Re: Polygraph

Dan, did [REDACTED] make it to her poly?

Thanks Cody

Sent from my iPhone

On Oct 27, 2017, at 14:53, Dan Caputo <d.caputo@northlandinvestigations.com> wrote:

Great! The address is
930 N. Switzer Canyon
STE 111
Flagstaff, AZ 86001
Thanks

From: Cody Miller [<mailto:cmiller@pageaz.gov>]
Sent: Thursday, October 26, 2017 10:18 AM
To: Dan Caputo <d.caputo@northlandinvestigations.com>
Subject: RE: Polygraph

That date works, what's the address for the switzer canyon office?

From: Dan Caputo [<mailto:d.caputo@northlandinvestigations.com>]
Sent: Wednesday, October 25, 2017 3:51 PM
To: Cody Miller <cmiller@pageaz.gov>
Subject: RE: Polygraph

How about November 8th at 11am at our Switzer Canyon Office?

From: Cody Miller [<mailto:cmiller@pageaz.gov>]
Sent: Wednesday, October 25, 2017 8:59 AM
To: d.caputo@northlandinvestigations.com
Subject: Polygraph

Dan, I have another poly to setup for a [REDACTED]. She said she is free on Monday-Wednesday every week. Attached is her AZPOST.

Thanks,

Detective Cody Miller # 1631
Page Police Department – Criminal Investigations Division
808 Coppermine Rd.
P.O. Box 3005
Page, AZ 86040
Office: (928) 645-4374
Dispatch: (92) 645-2463
Fax: (928) 645-4394
cmiller@pageaz.gov

<image001.jpg>

Courage * Compassion * Integrity

<image002.png>

CONFIDENTIAL AND PRIVILEGED COMMUNICATION. This material is intended for named recipient(s) only. If you receive this and are not the named, intended recipient (s), please do not read the contents of the e-mail or any attachments. This information may also be protected through an attorney client privilege. Please inform the sender of the error so re-transmittal to the intended recipient may occur. Please do not copy/share the contents of the transmission. Please delete the e-mail and any attachments. Thank you.

Cindy Scott

From: Dan Caputo <d.caputo@northlandinvestigations.com>
Sent: Thursday, October 5, 2017 8:57 AM
To: Terry TerEick
Subject: RE: Polygraph for [REDACTED]

Good morning Terry,

[REDACTED] showed up for her test today, but she disclosed that she is [REDACTED]. Unfortunately, we cannot test anyone who is [REDACTED] so I had to send her on the road. We can test her after the [REDACTED] but she needs to have a couple of weeks for her [REDACTED]

Thanks

Dan Caputo

Northland Investigations, LLC

928-607-2153

From: Terry TerEick [mailto:ttereick@pageaz.gov]
Sent: Sunday, October 1, 2017 10:10 AM
To: Dan Caputo <d.caputo@northlandinvestigations.com>
Cc: Terry TerEick <ttereick@pageaz.gov>
Subject: RE: Polygraph for [REDACTED]

Attached.

Terry TerEick

Detective
Page Police Department
808 Coppermine Rd.
PO Box 3005
Page, AZ 86040
928-645-4108 (phone)
928-645-4394 (fax)
ttereick@pageaz.gov

Courage - Compassion - Integrity

CONFIDENTIAL AND PRIVILEGED COMMUNICATION. This material is intended for named recipient only. If you receive this and are not the named, intended recipient, please do not read the contents of the e-mail or any attachments. This information may also be protected through an attorney client privilege. Please inform the sender of the error so re-transmittal to the intended recipient may occur. Please do not copy/share the contents of the transmission. Please delete the e-mail and any attachments. Thank you.

From: Dan Caputo [<mailto:d.caputo@northlandinvestigations.com>]
Sent: Friday, September 22, 2017 10:37 AM
To: Terry TerEick <ttereick@pageaz.gov>
Subject: RE: Polygraph for [REDACTED]

Yes that is the main one I need a copy of thanks!

From: Terry TerEick [<mailto:ttereick@pageaz.gov>]
Sent: Friday, September 22, 2017 10:29 AM
To: Dan Caputo <d.caputo@northlandinvestigations.com>
Subject: RE: Polygraph for [REDACTED]

Sure thing. You need a copy of the AZPOST personal history statement as well?

Terry TerEick

Detective
Page Police Department
808 Coppermine Rd.
PO Box 3005
Page, AZ 86040
928-645-4108 (phone)
928-645-4394 (fax)
ttereick@pageaz.gov

Courage - Compassion - Integrity

CONFIDENTIAL AND PRIVILEGED COMMUNICATION. This material is intended for named recipient only. If you receive this and are not the named, intended recipient, please do not read the contents of the e-mail or any attachments. This information may also be protected through an attorney client privilege. Please inform the sender of the error so re-transmittal to the intended recipient may occur. Please do not copy/share the contents of the transmission. Please delete the e-mail and any attachments. Thank you.

From: Dan Caputo [<mailto:d.caputo@northlandinvestigations.com>]
Sent: Friday, September 22, 2017 10:28 AM
To: Terry TerEick <ttereick@pageaz.gov>
Subject: RE: Polygraph for [REDACTED]

Great! Send me a copy of her application when you get a chance.
Thanks

From: Terry TerEick [<mailto:ttereick@pageaz.gov>]
Sent: Friday, September 22, 2017 10:07 AM
To: Dan Caputo <d.caputo@northlandinvestigations.com>
Subject: RE: Polygraph for [REDACTED]

Yes. I gave her a copy of the questionnaire to bring with her. Does she need to bring anything else with her?

Terry TerEick
Detective

Page Police Department
808 Coppermine Rd.
PO Box 3005
Page, AZ 86040
928-645-4108 (phone)
928-645-4394 (fax)
ttereick@pageaz.gov

Courage - Compassion - Integrity

CONFIDENTIAL AND PRIVILEGED COMMUNICATION. This material is intended for named recipient only. If you receive this and are not the named, intended recipient, please do not read the contents of the e-mail or any attachments. This information may also be protected through an attorney client privilege. Please inform the sender of the error so re-transmittal to the intended recipient may occur. Please do not copy/share the contents of the transmission. Please delete the e-mail and any attachments. Thank you.

From: Dan Caputo [<mailto:d.caputo@northlandinvestigations.com>]
Sent: Friday, September 22, 2017 10:05 AM
To: Terry TerEick <ttereick@pageaz.gov>
Subject: RE: Polygraph for [REDACTED]

Hi Terry,
I can do Thursday the 5th at 9am at my Switzer Canyon Office? Will that work?

From: Terry TerEick [<mailto:ttereick@pageaz.gov>]
Sent: Friday, September 22, 2017 9:40 AM
To: erik@northlandinvestigations.com; d.caputo@northlandinvestigations.com
Cc: Cody Miller <cmiller@pageaz.gov>; Larry Jones <ljonas@pageaz.gov>
Subject: Polygraph for [REDACTED]

Hello,

I need to set up a polygraph interview for one of our applicants for records clerk. The best days for her are Thursdays and Fridays (Thursdays are the best-best). She will be driving from Page.

Terry TerEick

Detective
Page Police Department
808 Coppermine Rd.
PO Box 3005
Page, AZ 86040
928-645-4108 (phone)
928-645-4394 (fax)
ttereick@pageaz.gov

Courage - Compassion - Integrity

CONFIDENTIAL AND PRIVILEGED COMMUNICATION. This material is intended for named recipient only. If you receive this and are not the named, intended recipient, please do not read the contents of the e-mail or any attachments. This information may also be protected through an attorney client privilege. Please inform the sender of

the error so re-transmittal to the intended recipient may occur. Please do not copy/share the contents of the transmission. Please delete the e-mail and any attachments. Thank you.

Cindy Scott

From: Cody Miller
Sent: Wednesday, September 27, 2017 4:31 PM
To: Larry Jones
Cc: Jaclyn Morris
Subject: FW: Poly Report for [REDACTED]
Attachments: 17-PD0916E [REDACTED] (DLST).pdf

FYI

-----Original Message-----

From: erik@northlandinvestigations.com [mailto:erik@northlandinvestigations.com]
Sent: Wednesday, September 27, 2017 4:21 PM
To: Cody Miller <cmiller@pageaz.gov>
Cc: dan <dan@northlandinvestigations.com>
Subject: Poly Report for [REDACTED]

Good afternoon Cody-

Here is the polygraph report for [REDACTED]. She did not pass and admitted to [REDACTED] significantly more than what she originally told you guys. Let me know if you have any questions on this one. Thanks!

Erik Caputo
Polygraph Examiner
Northland Investigations LLC

Cindy Scott

From: Cody Miller
Sent: Tuesday, September 19, 2017 2:34 PM
To: Terry TerEick
Subject: FW: Poly for [REDACTED]

From: Dan Caputo [mailto:d.caputo@northlandinvestigations.com]
Sent: Friday, August 25, 2017 10:20 AM
To: Cody Miller <cmiller@pageaz.gov>
Cc: 'Erik Caputo' <erik@northlandinvestigations.com>
Subject: RE: Poly for [REDACTED]

Sorry to hear that Cody. Thanks for the update!

From: Cody Miller [mailto:cmiller@pageaz.gov]
Sent: Friday, August 25, 2017 10:15 AM
To: Dan Caputo <d.caputo@northlandinvestigations.com>
Subject: RE: Poly for [REDACTED]

FYI [REDACTED] has withdrawn her application, you can cancel the appointment. I will let you know when we get another applicant.

Thanks,

Detective Cody Miller

Badge # 1631

Page Police Department

808 Coppermine Rd.

P.O. Box 3005

Page, AZ 86040

Phone: (928) 645-4374

Fax: (928) 645-4394

cmiller@pageaz.gov



Courage * Compassion * Integrity

CONFIDENTIAL AND PRIVILEGED COMMUNICATION. This material is intended for named recipient(s) only. If you receive this and are not the named, intended recipient (s), please do not read the contents of the e-mail or any attachments. This information may also be protected through an attorney client privilege. Please inform the sender of the error so re-

transmittal to the intended recipient may occur. Please do not copy/share the contents of the transmission. Please delete the e-mail and any attachments. Thank you.

From: Dan Caputo [<mailto:d.caputo@northlandinvestigations.com>]
Sent: Wednesday, August 23, 2017 1:39 PM
To: Cody Miller <cmiller@pageaz.gov>
Subject: RE: Poly for [REDACTED]

How about next Friday the 1st in Flagstaff at 4pm? We can do that at our Switzer Canyon address.

From: Cody Miller [<mailto:cmiller@pageaz.gov>]
Sent: Wednesday, August 23, 2017 10:14 AM
To: Dan Caputo <d.caputo@northlandinvestigations.com>
Subject: RE: Poly for [REDACTED]

yes

From: Dan Caputo [<mailto:d.caputo@northlandinvestigations.com>]
Sent: Wednesday, August 23, 2017 10:13 AM
To: Cody Miller <cmiller@pageaz.gov>; erik@northlandinvestigations.com
Subject: RE: Poly for [REDACTED]

Hi Cody,
Does she live in Page?

From: Cody Miller [<mailto:cmiller@pageaz.gov>]
Sent: Wednesday, August 23, 2017 10:09 AM
To: erik@northlandinvestigations.com
Cc: Dan Caputo <d.caputo@northlandinvestigations.com>
Subject: Poly for [REDACTED]

Guys,
I need to set up a poly for an applicant for a records clerk position. Let me know what your schedule looks like [REDACTED] works Monday-Friday 8-5 but will be able to take time off whenever you guys are available for the poly.

Thanks,

Detective Cody Miller
Badge # 1631
Page Police Department
808 Coppermine Rd.
P.O. Box 3005
Page, AZ 86040
Phone: (928) 645-4374
Fax: (928) 645-4394
cmiller@pageaz.gov



*Courage * Compassion * Integrity*

CONFIDENTIAL AND PRIVILEGED COMMUNICATION. This material is intended for named recipient(s) only. If you receive this and are not the named, intended recipient (s), please do not read the contents of the e-mail or any attachments. This information may also be protected through an attorney client privilege. Please inform the sender of the error so re-transmittal to the intended recipient may occur. Please do not copy/share the contents of the transmission. Please delete the e-mail and any attachments. Thank you.

Cindy Scott

From: Robert Napier
Sent: Tuesday, August 8, 2017 12:24 PM
To: Larry Jones
Subject: FW: Poly Report For [REDACTED]
Attachments: 17-PD0803E [REDACTED] (DLST).pdf

Attached is [REDACTED] polygraph. I will be out of the office on 08/10&08/11 available by email.

-----Original Message-----

From: erik@northlandinvestigations.com [mailto:erik@northlandinvestigations.com]
Sent: Thursday, August 03, 2017 6:10 PM
To: Robert Napier <rnapierr@pageaz.gov>
Cc: dan <dan@northlandinvestigations.com>
Subject: Poly Report For McGregor

Good evening Robert-

Here is the polygraph report for [REDACTED]. Unfortunately, she did not pass and disclosed that she [REDACTED] her application and background interview in regards to her [REDACTED]. Let me know if you have any questions on this. Thanks!

Erik

Cindy Scott

From: Robert Napier
Sent: Monday, July 10, 2017 4:24 PM
To: Larry Jones
Subject: Fwd: Polygraph
Attachments: 17-PD0703 [REDACTED] (Page).pdf

Get [Outlook for iOS](#)

From: Dan Caputo <d.caputo@northlandinvestigations.com>
Sent: Monday, July 10, 2017 2:55:19 PM
To: Robert Napier
Subject: RE: Polygraph



Hi Robert,
Attached is the report for [REDACTED]
Thanks!

Dan Caputo
Northland Investigations, LLC
928-607-2153

From: Robert Napier [mailto:rnapier@pageaz.gov]
Sent: Friday, July 7, 2017 9:39 AM
To: Dan Caputo <d.caputo@northlandinvestigations.com>
Subject: RE: Polygraph

Yes I did

From: Dan Caputo [mailto:d.caputo@northlandinvestigations.com]
Sent: Friday, July 7, 2017 9:38 AM
To: Robert Napier <rnapier@pageaz.gov>
Subject: RE: Polygraph

Got it. Did you give him the new time?

From: Robert Napier [<mailto:rnapier@pageaz.gov>]
Sent: Friday, July 7, 2017 9:36 AM
To: Dan Caputo <d.caputo@northlandinvestigations.com>
Subject: RE: Polygraph

Attached is the applicants AZ POST application. Let me know if you have any issues viewing it.

From: Dan Caputo [<mailto:d.caputo@northlandinvestigations.com>]
Sent: Thursday, July 6, 2017 8:39 AM
To: Robert Napier <rnapier@pageaz.gov>
Subject: RE: Polygraph

Great! Yes please email me the AZPOST application and make sure the applicant fills out the attached form and brings it with them to the examination.

Thanks!

From: Robert Napier [<mailto:rnapier@pageaz.gov>]
Sent: Wednesday, July 5, 2017 7:53 PM
To: Dan Caputo <d.caputo@northlandinvestigations.com>
Subject: RE: Polygraph

That works much appreciated. Shall I email you the candidates information ?

From: Dan Caputo [<mailto:d.caputo@northlandinvestigations.com>]
Sent: Wednesday, July 5, 2017 3:25 PM
To: Robert Napier <rnapier@pageaz.gov>
Subject: RE: Polygraph

Looks like I have a 2pm slot open on the 8th at the Flagstaff Police Department.

From: Robert Napier [<mailto:rnapier@pageaz.gov>]
Sent: Wednesday, July 5, 2017 1:21 PM
To: Dan Caputo <d.caputo@northlandinvestigations.com>
Subject: RE: Polygraph

That would be great. Please email me the available times. Much appreciated.

From: Dan Caputo [<mailto:d.caputo@northlandinvestigations.com>]
Sent: Wednesday, July 5, 2017 1:16 PM
To: Robert Napier <rnapier@pageaz.gov>
Cc: erik@northlandinvestigations.com
Subject: RE: Polygraph

Hi Robert,

I will have an opening this Saturday (July 8th) in Flagstaff. I am waiting to hear back on times. That is the only opening that we have in Flagstaff until August. I can get them in Phoenix in the next couple of weeks, but nothing in Flagstaff. Will this Saturday work?
Thanks!

Dan Caputo
Northland Investigations, LLC
928-607-2153

From: Robert Napier [<mailto:rnapier@pageaz.gov>]
Sent: Wednesday, July 5, 2017 12:46 PM
To: d.caputo@northlandinvestigations.com
Cc: erik@northlandinvestigations.com
Subject: Polygraph

Hello Dan,

I am trying to find out if there is any openings available preferably this week or next week? My agency is trying to send someone to the upcoming academy in 3 weeks. The cadet would like to be able and put his 2 weeks' notice with his current job. Please let me know if there are any.

Best Regards

Officer R.Napier
Badge #2137
Page Police Department
808 Coppermine Rd.
P.O. Box 3005
Page, AZ 86040
Phone: (928) 645-2461 Ext 4364
Fax: (928) 645-4394
Rnapier@pageaz.gov



*Courage * Compassion * Integrity*

Cindy Scott

From: Sandi Klain
Sent: Monday, April 17, 2017 6:37 PM
To: Larry Jones
Subject: RE: Invoice 170407 from Northland Investigations

Thank you.

Sandi Klain
Administrative Assistant
Page Police Department
PH: (928) 645-4106
FAX: (928) 645-4369

CONFIDENTIAL AND PRIVILEGED COMMUNICATION. This material is intended for named recipient(s) only. If you receive this and are not the named, intended recipient (s), please do not read the contents of the e-mail or any attachments. This information may also be protected through an attorney client privilege. Please inform the sender of the error so re-transmittal to the intended recipient may occur. Please do not copy/share the contents of the transmission. Please delete the e-mail and any attachments. Thank you.

-----Original Message-----

From: Larry Jones
Sent: Monday, April 17, 2017 3:49 PM
To: Sandi Klain <sklain@pageaz.gov>
Subject: RE: Invoice 170407 from Northland Investigations

Yes, good to pay.

-----Original Message-----

From: Sandi Klain
Sent: Monday, April 17, 2017 3:43 PM
To: Larry Jones <ljones@pageaz.gov>
Subject: FW: Invoice 170407 from Northland Investigations

Just making sure but this is good to pay, correct?

Sandi Klain
Administrative Assistant
Page Police Department
PH: (928) 645-4106
FAX: (928) 645-4369

CONFIDENTIAL AND PRIVILEGED COMMUNICATION. This material is intended for named recipient(s) only. If you receive this and are not the named, intended recipient (s), please do not read the contents of the e-mail or any attachments. This information may also be protected through an attorney client privilege. Please inform the sender of the error so re-transmittal to the intended recipient may occur. Please do not copy/share the contents of the transmission. Please delete the e-mail and any attachments. Thank you.

-----Original Message-----

From: Dan Caputo [mailto:d.caputo@northlandinvestigations.com]
Sent: Monday, April 17, 2017 3:13 PM
To: Sandi Klain <sklain@pageaz.gov>
Subject: Invoice 170407 from Northland Investigations

Hi Sandi,
Attached is an invoice.
Have a great week!
Thanks!

Dan Caputo
Northland Investigations, LLC
928-607-2153



Northland Investigations, LLC

2700 S. Woodlands Village Blvd
Suite 300-345
Flagstaff, AZ 86001
(928) 607-2153

Invoice

Date	Invoice #
4/9/2017	170407

Bill To
Page Police Department 547 Vista Ave Page, AZ 86040

Type	Date of Services	Description	Amount
Pre-employment Polygraph	3/27/17	[REDACTED]	200.00

Thank you for your business Payment is due within 30 days.	Total \$200.00
---	-----------------------

Cindy Scott

From: erik@northlandinvestigations.com
Sent: Friday, March 3, 2017 6:26 PM
To: Larry Jones
Cc: dan
Subject: Poly Report for [REDACTED]
Attachments: 17-PD0304E [REDACTED] (DLST).pdf

Hi Larry-

Here is the poly report for [REDACTED]. She passed after she disclosed that she [REDACTED]. She also admitted to hiding this from you during her background interview because she thought it would disqualify her. Let me know if you have any questions on this one.

Thanks!

Erik

Cindy Scott

From: Dan Caputo <d.caputo@northlandinvestigations.com>
Sent: Thursday, March 2, 2017 10:06 AM
To: Larry Jones
Cc: erik@northlandinvestigations.com
Subject: RE: Polygraph

Great thanks Larry!

From: Larry Jones [mailto:ljones@pageaz.gov]
Sent: Thursday, March 2, 2017 9:50 AM
To: Dan Caputo <d.caputo@northlandinvestigations.com>
Cc: erik@northlandinvestigations.com
Subject: RE: Polygraph

Dan and Erik,

██████████ said she can make it tomorrow at 3pm at Flagstaff PD with Erik. I attached her application. Let me know if you need anything else. I don't see any issues with ██████████

Thanks,
Larry

From: Dan Caputo [mailto:d.caputo@northlandinvestigations.com]
Sent: Wednesday, March 01, 2017 9:06 PM
To: Larry Jones <ljones@pageaz.gov>
Subject: Re: Polygraph

Actually Erik has an opening this Friday at 3pm at the Police Department? Will that work?

Sent from my iPhone

On Mar 1, 2017, at 4:26 PM, Larry Jones <ljones@pageaz.gov> wrote:

Hey Dan,

Did Crystal Thinn contact you about setting up a polygraph for our Dispatch applicant, ██████████
██████████ Let me know what you have available. Crystal ██████████ so she will be out for a couple months. I am trying to pick up where she left off.

Thanks,

Larry Jones
Support Services Lieutenant
Page Police Department
808 Coppermine Road
P.O. Box 3005
Page, AZ 86040

928-645-4378 (Phone)

928-645-4128 (Fax)

ljones@pageaz.gov

<image001.jpg> <image002.png>

Courage - Compassion - Integrity

CONFIDENTIAL AND PRIVILEGED COMMUNICATION. This material is intended for named recipient(s) only. If you receive this and are not the named, intended recipient (s), please do not read the contents of the e-mail or any attachments. This information may also be protected through an attorney client privilege. Please inform the sender of the error so re-transmittal to the intended recipient may occur. Please do not copy/share the contents of the transmission. Please delete the e-mail and any attachments. Thank you.

Cindy Scott

From: Dan Caputo <d.caputo@northlandinvestigations.com>
Sent: Wednesday, March 1, 2017 6:57 PM
To: Larry Jones
Subject: Re: Polygraph

Hey Larry

Please tell Crystal congrats from us!!!! Yes she did email me last week and I dropped the ball. Can [REDACTED] come on Monday at 3:30 to my private office? My office location changed to:

930 N Switzer Canyon
Flagstaff AZ 86001

Sent from my iPhone

On Mar 1, 2017, at 4:26 PM, Larry Jones <ljones@pageaz.gov> wrote:

Hey Dan,

Did Crystal Thinn contact you about setting up a polygraph for our Dispatch applicant, [REDACTED]
[REDACTED] Let me know what you have available. Crystal [REDACTED] so she will be out for a couple months. I am trying to pick up where she left off.

Thanks,

Larry Jones

Support Services Lieutenant
Page Police Department
808 Coppermine Road
P.O. Box 3005
Page, AZ 86040
928-645-4378 (Phone)
928-645-4128 (Fax)
ljones@pageaz.gov

<image001.jpg> <image002.png>
Courage - Compassion - Integrity

CONFIDENTIAL AND PRIVILEGED COMMUNICATION. This material is intended for named recipient(s) only. If you receive this and are not the named, intended recipient (s), please do not read the contents of the e-mail or any attachments. This information may also be protected through an attorney client privilege. Please inform the sender of the error so re-transmittal to the intended recipient may occur. Please do not copy/share the contents of the transmission. Please delete the e-mail and any attachments. Thank you.

Cindy Scott

From: Crystal Thinn
Sent: Friday, January 27, 2017 12:38 PM
To: Cody Miller
Cc: Larry Jones
Subject: [REDACTED] interview

Good Afternoon,

I scheduled [REDACTED] pre-interview at 1pm on Friday, February 3rd. He will be coming to PD in the morning around 10am to ride around with the guys for a few hours. He also needs his fingerprints done, I just need to get with Sandi and see if she's able to come in that Friday. His polygraph is scheduled on February 6th at 11am with Dan Caputo in Flagstaff.

If you have any questions, feel free to call me.

Crystal Thinn
Police Officer
Page Police Department
808 Coppermine Rd.
PO BOX 3005
Page, Arizona 86040
PH: (928) 645-4108
FAX: (928) 645-4393
cthinn@pageaz.gov



Courage * Compassion * Integrity

CONFIDENTIAL AND PRIVILEGED COMMUNICATION. This material is intended for named recipient(s) only. If you receive this and are not the named, intended recipient (s), please do not read the contents of the e-mail or any attachments. This information may also be protected through an attorney client privilege. Please inform the sender of the error so re-transmittal to the intended recipient may occur. Please do not copy/share the contents of the transmission. Please delete the e-mail and any attachments. Thank you.

Cindy Scott

From: Dan Caputo <d.caputo@northlandinvestigations.com>
Sent: Friday, December 30, 2016 8:35 AM
To: Larry Jones
Subject: Poly Reports
Attachments: 16-N1206 [REDACTED].pdf; 16-N1208 [REDACTED] Page PD).pdf

Good morning Larry,
Attached are those reports. Sorry I forgot to send them out last week!
Have a Safe and Happy New Year!
Thanks

Dan Caputo
Northland Investigations, LLC
928-607-2153

Cindy Scott

From: Dan Caputo <d.caputo@northlandinvestigations.com>
Sent: Thursday, December 29, 2016 3:17 PM
To: Larry Jones
Subject: Re: Polygraph Reports

Hmmm. I thought I sent those. I will send first thing in the morning if that is ok?

Sent from my iPhone

On Dec 29, 2016, at 1:56 PM, Larry Jones <ljones@pageaz.gov> wrote:

Hey Dan,

Just checking in on polygraph reports for [REDACTED] and [REDACTED]

Thanks,

Larry Jones

Support Services Lieutenant
Page Police Department
808 Coppermine Road
P.O. Box 3005
Page, AZ 86040
928-645-4378 (Phone)
928-645-4128 (Fax)
ljones@pageaz.gov

<image001.jpg> <image002.png>
Courage - Compassion - Integrity

CONFIDENTIAL AND PRIVILEGED COMMUNICATION. This material is intended for named recipient(s) only. If you receive this and are not the named, intended recipient (s), please do not read the contents of the e-mail or any attachments. This information may also be protected through an attorney client privilege. Please inform the sender of the error so re-transmittal to the intended recipient may occur. Please do not copy/share the contents of the transmission. Please delete the e-mail and any attachments. Thank you.

Cindy Scott

From: Crystal Thinn
Sent: Wednesday, December 21, 2016 2:03 PM
To: Larry Jones
Subject: FW: Poly Report for [REDACTED]
Attachments: 16-N1203R [REDACTED] PE) (Page).pdf

Crystal Thinn
Police Officer
Page Police Department
PH: (928) 645-4108
FAX: (928) 645-4393
cthinn@pageaz.gov



Courage * Compassion * Integrity

CONFIDENTIAL AND PRIVILEGED COMMUNICATION. This material is intended for named recipient(s) only. If you receive this and are not the named, intended recipient (s), please do not read the contents of the e-mail or any attachments. This information may also be protected through an attorney client privilege. Please inform the sender of the error so re-transmittal to the intended recipient may occur. Please do not copy/share the contents of the transmission. Please delete the e-mail and any attachments. Thank you.

From: Dan Caputo [mailto:d.caputo@northlandinvestigations.com]
Sent: Monday, December 19, 2016 10:32 PM
To: Crystal Thinn <cthinn@pageaz.gov>
Subject: Poly Report for [REDACTED]

Thanks!

Dan Caputo
Northland Investigations, LLC
928-607-2153

Cindy Scott

From: Dan Caputo <d.caputo@northlandinvestigations.com>
Sent: Wednesday, December 14, 2016 9:49 AM
To: Crystal Thinn; Larry Jones
Subject: Polygraph on Friday

Good morning Crystal,

Can we move the 3pm slot on Friday to 1pm at the same location? Erik was injured this morning at the Fire Department. He is ok, but tore his tri-cep muscle so he will not be able to polygraph for a while. In order to cover for his absence, I am bringing one of my examiners, Robert, up from Phoenix on Friday so Robert will be doing the test on your applicant. Probably better anyways as it is supposed to snow on late Friday evening.

Thanks!

Dan Caputo

Northland Investigations, LLC

928-607-2153

Cindy Scott

From: Dan Caputo <d.caputo@northlandinvestigations.com>
Sent: Tuesday, December 13, 2016 9:24 AM
To: Crystal Thinn; Larry Jones
Subject: Poly Report for [REDACTED]
Attachments: 16-PHX1208R-[REDACTED] (PE) (Page PD).pdf

Good morning,

Attached is the report on [REDACTED]. I looked over these charts and agree with [REDACTED]. It appears as if [REDACTED] was purposely trying to manipulate his physiology. In other words, he was trying to cheat the test. Not sure if he was trying to hide something or just trying to ensure that he passed, but he needs another test to clear it up. He probably got bad advice from someone. Let me know how you want to proceed.

Thanks!

Dan Caputo
Northland Investigations, LLC
928-607-2153

Cindy Scott

From: erik@northlandinvestigations.com
Sent: Saturday, December 10, 2016 8:16 AM
To: Crystal Thinn; Larry Jones
Subject: Poly Reports for [REDACTED] and [REDACTED]
Attachments: 16-PD1204E [REDACTED] (DLST).pdf; 16-PD1205E [REDACTED] (DLST).pdf

Good morning-

Here are the polygraph reports for [REDACTED] and [REDACTED]. [REDACTED] did not pass the test and disclosed significant issues in regards to [REDACTED] involvement, [REDACTED] and [REDACTED] [REDACTED] passed, but disclosed issues regarding [REDACTED] while at work recently. Let me know if you have any questions on these. Thanks!

EC

Cindy Scott

From: Erik Caputo <erik@northlandinvestigations.com>
Sent: Sunday, November 27, 2016 7:25 PM
To: Tim Lange
Subject: Re: Employment

Think you can send [REDACTED] application prior to the test tomorrow?

EC

Sent from my iPhone

On Nov 21, 2016, at 14:20, Tim Lange <tlange@pageaz.gov> wrote:

Thank you Sir!

Get [Outlook for Android](#)

From: Erik Caputo <erik@northlandinvestigations.com>
Sent: Monday, November 21, 2016 1:59:14 PM
To: Tim Lange
Subject: Re: Employment

Awesome...send his background when you can. Thanks!

EC

Sent from my iPhone

On Nov 21, 2016, at 12:51, Tim Lange <tlange@pageaz.gov> wrote:

Erik, let's go with the 11-28-16 at 0800. [REDACTED] said he's good to go.

Get [Outlook for Android](#)

From: Erik Caputo <erik@northlandinvestigations.com>
Sent: Monday, November 21, 2016 9:48:49 AM
To: Tim Lange
Cc: Dan Caputo
Subject: Re: Employment

Hey buddy...disregard that last email. I just had a slot on Monday the 28th at 0800 open up for you. Let me know if this works for your applicant and send me info. Thanks man...enjoy Phoenix.

EC

Sent from my iPhone

On Nov 20, 2016, at 22:26, Tim Lange <tlange@pageaz.gov> wrote:

Ok, thanks!!

Get [Outlook for Android](#)

From: Erik Caputo <erik@northlandinvestigations.com>

Sent: Sunday, November 20, 2016 10:17:49 PM

To: Tim Lange

Subject: Re: Employment

Hey Tim-

Looks like my first available that works with his schedule will be on Mon Dec 12th at 1300 hrs with me at the PD office. I have slots on Wed Nov 30th if you guys want to get him in sooner, but it doesn't sound like it will work with his schedule. Let me know what you think and I will get him in. Thanks again!

EC

Sent from my iPhone

On Nov 20, 2016, at 21:48, Tim Lange <tlange@pageaz.gov> wrote:

Erik, we are in need of an employment polygraph for [REDACTED]
[REDACTED] is currently a [REDACTED]. He works mids
so Friday after 2pm or Monday until 2pm would be
beneficial for him but he said he will try to get his
schedule adjusted if those times don't work. Thanks for
all your help!!

Cindy Scott

From: Dan Caputo <d.caputo@northlandinvestigations.com>
Sent: Saturday, September 17, 2016 11:06 AM
To: cklain@cityofpage.org; ljones@mail.cityofpage.org; 'Lawrence Jones'
Subject: Page PD PAST DUE -Invoice 160722 from Northland Investigations
Attachments: Inv_160722_from_Northland_Investigations_LLC_1892.pdf

Good morning,
I do not show payment for the attached invoice. Can you please check your records?
Thanks

Dan Caputo
Northland Investigations, LLC
928-607-2153



Northland Investigations, LLC

2700 S. Woodlands Village Blvd
Suite 300-345
Flagstaff, AZ 86001
(928) 607-2153

Invoice

Date	Invoice #
7/26/2016	160722

Bill To
Page Police Department 547 Vista Ave Page, AZ 86040

Type	Date of Services	Description	Amount
Pre-employment Polygraph	7/15/16	[REDACTED]	175.00

Thank you for your business Payment is due within 30 days.	Total \$175.00
---	-----------------------

Cindy Scott

From: Sandi Klain
Sent: Monday, September 12, 2016 3:47 PM
To: Larry Jones
Subject: FW: Invoice 160916 from Northland Investigations
Attachments: Inv_160916_from_Northland_Investigations_LLC_14136.pdf

Larry,

I am guessing we got charged \$100 for not cancelling our polygraph in 24 hours. Is this correct?

Sandi Klain
Administrative Assistant
Page Police Department
PH: (928) 645-4106
FAX: (928) 645-4369



CONFIDENTIAL AND PRIVILEGED COMMUNICATION. This material is intended for named recipient(s) only. If you receive this and are not the named, intended recipient (s), please do not read the contents of the e-mail or any attachments. This information may also be protected through an attorney client privilege. Please inform the sender of the error so re-transmittal to the intended recipient may occur. Please do not copy/share the contents of the transmission. Please delete the e-mail and any attachments. Thank you.

From: Dan Caputo [mailto:d.caputo@northlandinvestigations.com]
Sent: Monday, September 12, 2016 11:50 AM
To: cklain@cityofpage.org
Subject: Invoice 160916 from Northland Investigations

Hi Sandi,
Attached is the latest invoice for polygraph.
Thanks!

Dan Caputo
Northland Investigations, LLC
928-607-2153



Northland Investigations, LLC

2700 S. Woodlands Village Blvd
Suite 300-345
Flagstaff, AZ 86001
(928) 607-2153

Invoice

Date	Invoice #
9/10/2016	160916

Bill To
Page Police Department 547 Vista Ave Page, AZ 86040

Type	Date of Services	Description	Amount
Pre-employment Polygraph	8/24/16	[REDACTED] - Cancelled test within 24 hours	100.00

Thank you for your business Payment is due within 30 days.	Total \$100.00
---	-----------------------

Cindy Scott

From: erik@northlandinvestigations.com
Sent: Wednesday, July 20, 2016 3:05 PM
To: ljones; ljones@mail.cityofpage.org
Subject: [REDACTED]
Attachments: 16-PD0712E [REDACTED].doc

Hi Larry,

Here is the report for [REDACTED]. This is a non-PDF format because I am on a different computer. Sorry it did not come through the first time. Let me know if you get this. Thanks!

Erik

Cindy Scott

From: Erik Caputo <erik@northlandinvestigations.com>
Sent: Tuesday, May 10, 2016 7:40 PM
To: ljones@mail.cityofpage.org
Cc: Dan Caputo
Subject: Re: [REDACTED] Applicant Polygraph

Excellent! Thanks,

EC

Sent from my iPhone

On May 10, 2016, at 15:35, Lawrence Jones <ljones@cityofpage.org> wrote:

Erik,

[REDACTED] is good to go for the 20th at 10am. See attached info.

Thanks!

Lieutenant Larry Jones

Page Police Department
808 Coppermine Road
P.O. Box 3005
Page, AZ 86040
928-645-4378 (Phone)
928-645-4394 (Fax)
ljones@cityofpage.org



Courage - Compassion - Integrity

CONFIDENTIAL AND PRIVILEGED COMMUNICATION. This material is intended for named recipient(s) only. If you receive this and are not the named, intended recipient (s), please do not read the contents of the e-mail or any attachments. This information may also be protected through an attorney client privilege. Please inform the sender of the error so re-transmittal to the intended recipient may occur. Please do not copy/share the contents of the transmission. Please delete the e-mail and any attachments. Thank you.

From: "Erik Caputo" <erik@northlandinvestigations.com>
Sent: Tuesday, May 10, 2016 2:48 PM
To: ljones@mail.cityofpage.org
Cc: "Dan Caputo" <d.caputo@northlandinvestigations.com>
Subject: Re: [REDACTED] Applicant Polygraph

I can get you in on Friday the 20th at 10 am. It will be with me at the PD office. Send info when you can. Thanks!

EC

Sent from my iPhone

On May 10, 2016, at 07:24, Lawrence Jones <ljones@cityofpage.org> wrote:

Dan and Erik,

I need to schedule a pre-employment polygraph for a city IT applicant I am doing a background on. When would your next available opening be?

Thanks,

Lieutenant Larry Jones

Page Police Department

808 Coppermine Road

P.O. Box 3005

Page, AZ 86040

928-645-4378 (Phone)

928-645-4394 (Fax)

ljones@cityofpage.org



Courage - Compassion - Integrity

CONFIDENTIAL AND PRIVILEGED COMMUNICATION. This material is intended for named recipient(s) only. If you receive this and are not the named, intended recipient (s), please do not read the contents of the e-mail or any attachments. This information may also be protected through an attorney client privilege. Please inform the sender of the error so re-transmittal to the intended recipient may occur. Please do not copy/share the contents of the transmission. Please delete the e-mail and any attachments. Thank you.

[REDACTED] pdf>

[REDACTED] Background-1.pdf>

Cindy Scott

From: Tim Lange <tlange@cityofpage.org>
Sent: Tuesday, March 29, 2016 4:59 PM
To: Erik Caputo
Subject: re: Poly for IA

Thanks Erik!!

Lieutenant Tim Lange

Page Police Department
808 Coppermine Road
P.O. Box 3005
Page, AZ 86040
Phone: (928) 645-4360
tlange@cityofpage.org

Courage * Compassion * Integrity



CONFIDENTIAL AND PRIVILEGED COMMUNICATION. This material is intended for named recipient(s) only. If you receive this and are not the named, intended recipient (s), please do not read the contents of the e-mail or any attachments. This information may also be protected through an attorney client privilege. Please inform the sender of the error so re-transmittal to the intended recipient may occur. Please do not copy/share the contents of the transmission. Please delete the e-mail and any attachments. Thank you.

From: "Erik Caputo" <erik@northlandinvestigations.com>
Sent: Tuesday, March 29, 2016 4:54 PM
To: "Tim Lange" <tlange@cityofpage.org>
Cc: "Dan Caputo" <d.caputo@northlandinvestigations.com>
Subject: Poly for IA

Hi Tim-

I have you guys scheduled for 1300 hrs on Friday 04/01 for the IA poly. It will be with me at the Flag PD office. Let me know when you confirm this. Also, can you send his name to me? Thanks!

EC

Sent from my iPhone

Cindy Scott

From: Cassandra Klain <ccklain@cityofpage.org>
Sent: Tuesday, February 2, 2016 11:50 AM
To: ljones@mail.cityofpage.org
Subject: re: fw: Past Due -Invoice 151125 from Northland Investigations

I do not see anything on my side that shows that we paid this invoice. Who is the one that arranged his polygraph because usually Northland will email the invoice to the person who requested it. Like I said I have not seen this invoice before but I will get this paid now.

Sandi Klain

Administrative Assistant

Page Police Department

PH: (928) 645-4106

FAX: (928) 645-4369



CONFIDENTIAL AND PRIVILEGED COMMUNICATION. This material is intended for named recipient(s) only. If you receive this and are not the named, intended recipient (s), please do not read the contents of the e-mail or any attachments. This information may also be protected through an attorney client privilege. Please inform the sender of the error so re-transmittal to the intended recipient may occur. Please do not copy/share the contents of the transmission. Please delete the e-mail and any attachments. Thank you.

From: "Lawrence Jones" <ljones@cityofpage.org>
Sent: Monday, February 01, 2016 4:06 PM
To: "Cassandra Klain" <ccklain@cityofpage.org>
Subject: fw: Past Due -Invoice 151125 from Northland Investigations

Could you check on this.

Lieutenant Larry Jones

Page Police Department
808 Coppermine Road
P.O. Box 3005
Page, AZ 86040
928-645-4378 (Phone)
928-645-4394 (Fax)
ljones@cityofpage.org



Courage - Compassion - Integrity

CONFIDENTIAL AND PRIVILEGED COMMUNICATION. This material is intended for named recipient(s) only. If you receive this and are not the named, intended recipient (s), please do not read the contents of the e-mail or any attachments. This information may also be protected through an attorney client privilege. Please inform the sender of the error so re-transmittal to the intended recipient may occur. Please do not copy/share the contents of the transmission. Please delete the e-mail and any attachments. Thank you.

From: "Dan Caputo" <d.caputo@northlandinvestigations.com>
Sent: Sunday, January 31, 2016 3:50 PM
To: "Lawrence Jones" <ljones@cityofpage.org>
Subject: Past Due -Invoice 151125 from Northland Investigations

Hi Larry,
Hope all is well. I don't show payment for this invoice. Can you check your records?
Thanks!

Dan Caputo
Northland Investigations, LLC
928-607-2153

Cindy Scott

From: Dan Caputo <d.caputo@northlandinvestigations.com>
Sent: Monday, February 1, 2016 4:20 PM
To: ljones@mail.cityofpage.org
Subject: RE: Past Due -Invoice 151125 from Northland Investigations

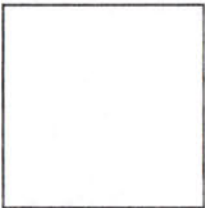
Thanks Larry!

From: Lawrence Jones [mailto:ljones@cityofpage.org]
Sent: Monday, February 1, 2016 4:06 PM
To: Dan Caputo <d.caputo@northlandinvestigations.com>
Subject: re: Past Due -Invoice 151125 from Northland Investigations

I will forward this to our administrative assistant. To simplify the process you could send invoices directly to Sandi Klain at cklain@cityofpage.org.

Lieutenant Larry Jones

Page Police Department
808 Coppermine Road
P.O. Box 3005
Page, AZ 86040
928-645-4378 (Phone)
928-645-4394 (Fax)
ljones@cityofpage.org



Courage - Compassion - Integrity

CONFIDENTIAL AND PRIVILEGED COMMUNICATION. This material is intended for named recipient(s) only. If you receive this and are not the named, intended recipient (s), please do not read the contents of the e-mail or any attachments. This information may also be protected through an attorney client privilege. Please inform the sender of the error so re-transmittal to the intended recipient may occur. Please do not copy/share the contents of the transmission. Please delete the e-mail and any attachments. Thank you.

From: "Dan Caputo" <d.caputo@northlandinvestigations.com>
Sent: Sunday, January 31, 2016 3:50 PM
To: "Lawrence Jones" <ljones@cityofpage.org>
Subject: Past Due -Invoice 151125 from Northland Investigations

Hi Larry,
Hope all is well. I don't show payment for this invoice. Can you check your records?
Thanks!

Dan Caputo
Northland Investigations, LLC
928-607-2153

Cindy Scott

From: Dan Caputo <d.caputo@northlandinvestigations.com>
Sent: Sunday, January 31, 2016 3:50 PM
To: 'Lawrence Jones'
Subject: Past Due -Invoice 151125 from Northland Investigations
Attachments: Inv_151125_from_Northland_Investigations_LLC_4772.pdf

Hi Larry,
Hope all is well. I don't show payment for this invoice. Can you check your records?
Thanks!

Dan Caputo
Northland Investigations, LLC
928-607-2153



Northland Investigations, LLC

2700 S. Woodlands Village Blvd
Suite 300-345
Flagstaff, AZ 86001
(928) 607-2153

Invoice

Date	Invoice #
11/30/2015	151125

Bill To
Page Police Department 547 Vista Ave Page, AZ 86040

Type	Date of Services	Description	Amount
Pre-employment Polygraph	11/16/15	[REDACTED]	175.00

Thank you for your business Payment is due within 30 days.	Total \$175.00
---	-----------------------

Cindy Scott

From: Erik Caputo <erik@northlandinvestigations.com>
Sent: Wednesday, January 13, 2016 1:24 PM
To: tlange@mail.cityofpage.org
Subject: Re: [REDACTED] Poly Report

[REDACTED] is scheduled for the 21st at 1500 hrs. Thanks!

EC

Sent from my iPhone

On Jan 13, 2016, at 12:35, Tim Lange <tlange@cityofpage.org> wrote:

Thanks!! Please schedule [REDACTED]

Lieutenant Tim Lange

Page Police Department
808 Coppermine Road
P.O. Box 3005
Page, AZ 86040
Phone: (928) 645-4360
tlange@cityofpage.org

Courage * Compassion * Integrity



CONFIDENTIAL AND PRIVILEGED COMMUNICATION. This material is intended for named recipient(s) only. If you receive this and are not the named, intended recipient (s), please do not read the contents of the e-mail or any attachments. This information may also be protected through an attorney client privilege. Please inform the sender of the error so re-transmittal to the intended recipient may occur. Please do not copy/share the contents of the transmission. Please delete the e-mail and any attachments. Thank you.

From: erik@northlandinvestigations.com
Sent: Monday, January 11, 2016 12:19 PM
To: tlange@cityofpage.org
Subject: [REDACTED] Poly Report

Good afternoon LT-

Here is the poly report for [REDACTED]. She had a couple of new disclosures [REDACTED] during the pre-test, but she passed the test when I questioned her about them. Let me know if you have any questions on this one.

Also, I can get your slot for [REDACTED] on 01/21/15 at 1500 hrs. It will be with me here at Flag PD. I did his last one in October of 2014 so I am familiar with him. Let me know if this works for you guys...Thanks!

EC

> From: "Tim Lange" <tlange@cityofpage.org>
> Date: December 16, 2015 at 12:51:06 PM MST
> To: <d.caputo@northlandinvestigations.com>
> Subject: Re: [REDACTED]
> Reply-To: tlange@mail.cityofpage.org

> Yes, Lieutenant Jones forwarded me an email requesting the test be
> moved from the 23 to the 21. [REDACTED] cannot do it on the 21
> because her [REDACTED] so i figured it would
> just be easier to do it after the first of the year.

> Lieutenant Tim Lange
> Page Police Department
> 808 Coppermine Road
> P.O. Box 3005
> Page, AZ 86040
> Phone: (928) 645-4360
> tlange@cityofpage.org

> Courage * Compassion * Integrity

> CONFIDENTIAL AND PRIVILEGED COMMUNICATION. This material is intended
> for named recipient(s) only. If you receive this and are not the
> named, intended recipient (s), please do not read the contents of
> the e-mail or any attachments. This information may also be
> protected through an attorney client privilege. Please inform the
> sender of the error so re-transmittal to the intended recipient may
> occur. Please do not copy/share the contents of the transmission.
> Please delete the e-mail and any attachments. Thank you.

> From: d.caputo@northlandinvestigations.com
> Sent: Wednesday, December 16, 2015 9:30 AM
> To: tlange@mail.cityofpage.org
> Subject: Re: [REDACTED]

> Hi Tim,
> Was this the test scheduled for the 23rd?

>> Dan, [REDACTED] says her [REDACTED] on the 21st.
>> If we can shoot for a Monday after the first of the year that would be
>> great. She works for [REDACTED] and is off on Mondays. Have a great
>> Christmas!!

>> Lieutenant Tim Lange
>> Page Police Department
>> 808 Coppermine Road
>> P.O. Box 3005
>> Page, AZ 86040
>> Phone: (928) 645-4360
>> tlange@cityofpage.org

>> Courage * Compassion * Integrity

>> CONFIDENTIAL AND PRIVILEGED COMMUNICATION. This material is intended for
>> named recipient(s) only. If you receive this and are not the named,
>> intended recipient (s), please do not read the contents of the e-mail or
>> any attachments. This information may also be protected through an
>> attorney

> > client privilege. Please inform the sender of the error so re-transmittal
> > to the intended recipient may occur. Please do not copy/share the contents
> > of the transmission. Please delete the e-mail and any attachments. Thank
> > you.

> >

> >

> >

> >

> >

> Dan Caputo,

> Northland Investigations, LLC

> (928)607-2153

> >

> >

----- End forwarded message -----

Cindy Scott

From: erik@northlandinvestigations.com
Sent: Monday, January 11, 2016 12:19 PM
To: tlange@cityofpage.org
Subject: [REDACTED] Poly Report
Attachments: Forwarded Message; 16-P002 [REDACTED] (DLST).pdf

Good afternoon LT-

Here is the poly report for [REDACTED]. She had a couple of new disclosures [REDACTED] during the pre-test, but she passed the test when I questioned her about them. Let me know if you have any questions on this one.

Also, I can get your slot for [REDACTED] on 01/21/15 at 1500 hrs. It will be with me here at Flag PD. I did his last one in October of 2014 so I am familiar with him. Let me know if this works for you guys...Thanks!

EC

> From: "Tim Lange" <tlange@cityofpage.org>
> Date: December 16, 2015 at 12:51:06 PM MST
> To: <d.caputo@northlandinvestigations.com>
> Subject: Re: [REDACTED]
> Reply-To: tlange@mail.cityofpage.org
>
> Yes, Lieutenant Jones forwarded me an email requesting the test be
> moved from the 23 to the 21. [REDACTED] cannot do it on the 21 because
> her [REDACTED] so i figured it would just be
> easier to do it after the first of the year.
>
> Lieutenant Tim Lange
> Page Police Department
> 808 Coppermine Road
> P.O. Box 3005
> Page, AZ 86040
> Phone: (928) 645-4360
> tlange@cityofpage.org
>
> Courage * Compassion * Integrity
>
>
>
> CONFIDENTIAL AND PRIVILEGED COMMUNICATION. This material is intended
> for named recipient(s) only. If you receive this and are not the
> named, intended recipient (s), please do not read the contents of the

> e-mail or any attachments. This information may also be protected
> through an attorney client privilege. Please inform the sender of the
> error so re-transmittal to the intended recipient may occur. Please do
> not copy/share the contents of the transmission.
> Please delete the e-mail and any attachments. Thank you.

>
> From: d.caputo@northlandinvestigations.com
> Sent: Wednesday, December 16, 2015 9:30 AM
> To: tlange@mail.cityofpage.org
> Subject: Re: [REDACTED]

>
>
> Hi Tim,
> Was this the test scheduled for the 23rd?

>
>
>> Dan, [REDACTED] says her [REDACTED] on the 21st.
>> If we can shoot for a Monday after the first of the year that would
>> be great. She works for [REDACTED] and is off on Mondays. Have a
>> great Christmas!!

>>
>> Lieutenant Tim Lange
>> Page Police Department
>> 808 Coppermine Road
>> P.O. Box 3005
>> Page, AZ 86040
>> Phone: (928) 645-4360
>> tlange@cityofpage.org

>>
>> Courage * Compassion * Integrity

>>
>>
>>
>> CONFIDENTIAL AND PRIVILEGED COMMUNICATION. This material is intended
>> for named recipient(s) only. If you receive this and are not the
>> named, intended recipient (s), please do not read the contents of
>> the e-mail or any attachments. This information may also be
>> protected through an attorney client privilege. Please inform the
>> sender of the error so re-transmittal to the intended recipient may
>> occur. Please do not copy/share the contents of the transmission.
>> Please delete the e-mail and any attachments. Thank you.

>>
>>
>>
>
>
> Dan Caputo,
> Northland Investigations, LLC
> (928)607-2153

>
>

----- End forwarded message -----

Cindy Scott

From: Dan Caputo <d.caputo@northlandinvestigations.com>
Sent: Tuesday, December 15, 2015 9:25 AM
To: ljones@mail.cityofpage.org
Cc: erik@northlandinvestigations.com
Subject: Polygraph next week

Hi Larry,

We are having some scheduling issues for next week. Can we move your test on Wednesday at 3:00 to Monday the 21st at 1pm?

Dan Caputo

Northland Investigations, LLC
(928) 607 2153

Cindy Scott

From: Dan Caputo <d.caputo@northlandinvestigations.com>
Sent: Thursday, December 10, 2015 2:18 PM
To: ljones@mail.cityofpage.org
Subject: Invoice 151125 from Northland Investigations
Attachments: Inv_151125_from_Northland_Investigations_LLC_820.pdf

Hi Larry,
Attached is the latest invoice.
Thanks!

Dan Caputo
Northland Investigations, LLC
(928) 607 2153



Northland Investigations, LLC

2700 S. Woodlands Village Blvd
Suite 300-345
Flagstaff, AZ 86001
(928) 607-2153

Invoice

Date	Invoice #
11/30/2015	151125

Bill To
Page Police Department 547 Vista Ave Page, AZ 86040

Type	Date of Services	Description	Amount
Pre-employment Polygraph	11/16/15	[REDACTED]	175.00

Thank you for your business
Payment is due within 30 days.

Total \$175.00

Cindy Scott

From: Dan Caputo <d.caputo@northlandinvestigations.com>
Sent: Friday, November 20, 2015 11:52 AM
To: ljones@mail.cityofpage.org
Subject: Re: [REDACTED]

Got it now thanks!

Sent from my iPhone

On Nov 20, 2015, at 10:48 AM, Lawrence Jones <ljones@cityofpage.org> wrote:

Not sure if this got sent to you yet.

Lieutenant Larry Jones

Page Police Department
808 Coppermine Road
P.O. Box 3005
Page, AZ 86040
928-645-4378 (Phone)
928-645-4394 (Fax)
ljones@cityofpage.org



Courage - Compassion - Integrity

CONFIDENTIAL AND PRIVILEGED COMMUNICATION. This material is intended for named recipient(s) only. If you receive this and are not the named, intended recipient (s), please do not read the contents of the e-mail or any attachments. This information may also be protected through an attorney client privilege. Please inform the sender of the error so re-transmittal to the intended recipient may occur. Please do not copy/share the contents of the transmission. Please delete the e-mail and any attachments. Thank you.

From: "Tim Lange" <tlange@cityofpage.org>
Sent: Thursday, November 19, 2015 4:11 PM
To:
Cc: "Sergeant Jones" <ljones@cityofpage.org>
Subject: [REDACTED]

Here's her AZPOST app. Let me know if you need anything else. My cell is [REDACTED] Thanks!!

Lieutenant Tim Lange

Page Police Department
808 Coppermine Road
P.O. Box 3005
Page, AZ 86040
Phone: (928) 645-4360
tlange@cityofpage.org

Courage * Compassion * Integrity



CONFIDENTIAL AND PRIVILEGED COMMUNICATION. This material is intended for named recipient(s) only. If you receive this and are not the named, intended recipient (s), please do not read the contents of the e-mail or any attachments. This information may also be protected through an attorney client privilege. Please inform the sender of the error so re-transmittal to the intended recipient may occur. Please do not copy/share the contents of the transmission. Please delete the e-mail and any attachments. Thank you.

pdf>

Cindy Scott

From: erik@northlandinvestigations.com
Sent: Monday, November 16, 2015 11:22 AM
To: mlange@cityofpage.org
Subject: [REDACTED] Poly Report
Attachments: 15-P213 [REDACTED] (DLST).pdf

Good morning Sgt. Lang!

Here is the poly report for [REDACTED] He passed without any issues. let me know if you have any questions.
Thanks!

Erik Caputo
Polygraph Examiner
Northland Investigations LLC

Cindy Scott

From: Dan Caputo <d.caputo@northlandinvestigations.com>
Sent: Sunday, November 8, 2015 7:49 PM
To: ljones@mail.cityofpage.org
Subject: Invoice 151102 from Northland Investigations
Attachments: Inv_151102_from_Northland_Investigations_LLC_5384.pdf

Hi Larry,
Attached is the most recent invoice. Have a great week!
Thanks!

Dan Caputo
Northland Investigations, LLC
(928) 607 2153



Northland Investigations, LLC

2700 S. Woodlands Village Blvd
Suite 300-345
Flagstaff, AZ 86001
(928) 607-2153

Invoice

Date	Invoice #
11/7/2015	151102

Bill To
Page Police Department 547 Vista Ave Page, AZ 86040

Type	Date of Services	Description	Amount
Pre-employment Polygraph	9/18/15	[REDACTED]	175.00
Pre-employment Polygraph	9/23/15	[REDACTED]	175.00
Pre-employment Polygraph	10/6/15	[REDACTED]	175.00
Pre-employment Polygraph	10/14/15	[REDACTED]	175.00

Thank you for your business Payment is due within 30 days.	Total \$700.00
---	-----------------------

Cindy Scott

From: Dan Caputo <d.caputo@northlandinvestigations.com>
Sent: Tuesday, November 3, 2015 1:42 PM
To: mlange@cityofpage.org
Subject: RE: Documents requested

Got it thanks!

From: Ann Lange [mailto:mlange@cityofpage.org]
Sent: Tuesday, November 3, 2015 1:15 PM
To: d.caputo@northlandinvestigations.com
Subject: Documents requested

Here is the applicant's AZPost paperwork. His name is [REDACTED] He's applying for dispatcher. Thank you.
Any questions, feel free to call or email.

Sergeant Ann Lange #505

Page Police Department

Criminal Investigations

(928) 645-4359 Office

(928) 645-2463 Dispatch

(928) 645-4128 Fax

www.cityofpage.org

CONFIDENTIAL AND PRIVILEGED COMMUNICATION. This material is intended for named recipient(s) only. If you receive this and are not the named, intended recipient (s), please do not read the contents of the e-mail or any attachments. This information may also be protected through an attorney client privilege. Please inform the sender of the error so re-transmittal to the intended recipient may occur. Please do not copy/share the contents of the transmission. Please delete the e-mail and any attachments. Thank you.

Cindy Scott

From: Dan Caputo <d.caputo@northlandinvestigations.com>
Sent: Thursday, October 15, 2015 11:59 AM
To: ljones@mail.cityofpage.org
Subject: Poly report
Attachments: 15-PPD-1001H [REDACTED].pdf

Thanks Larry!

Dan Caputo
Northland Investigations, LLC
(928) 607 2153

Cindy Scott

From: erik@northlandinvestigations.com
Sent: Tuesday, October 6, 2015 12:32 PM
To: ljones
Subject: [REDACTED] Poly Report
Attachments: 15-P191 ([REDACTED] DLST).pdf

Hey LT-

Here is the report for [REDACTED]. He passed, no major issues. Let me know if you have any questions. Thanks!

EC

Cindy Scott

From: Dan Caputo <d.caputo@northlandinvestigations.com>
Sent: Friday, October 2, 2015 10:10 AM
To: ljones@mail.cityofpage.org; erik@northlandinvestigations.com
Subject: RE: [REDACTED] Application

Got it! Thanks Larry!

From: Lawrence Jones [mailto:ljones@cityofpage.org]
Sent: Friday, October 2, 2015 10:08 AM
To: Dan Caputo <d.caputo@northlandinvestigations.com>; erik@northlandinvestigations.com
Subject: [REDACTED] Application

Here is the application for our IT applicant, [REDACTED] for Tuesday October 6th at 10am. Let me know if you have any questions.

Thanks again,

Lieutenant Larry Jones

Page Police Department
808 Coppermine Road
P.O. Box 3005
Page, AZ 86040
928-645-4378 (Phone)
928-645-4394 (Fax)
ljones@cityofpage.org



Courage - Compassion - Integrity

CONFIDENTIAL AND PRIVILEGED COMMUNICATION. This material is intended for named recipient(s) only. If you receive this and are not the named, intended recipient (s), please do not read the contents of the e-mail or any attachments. This information may also be protected through an attorney client privilege. Please inform the sender of the error so re-transmittal to the intended recipient may occur. Please do not copy/share the contents of the transmission. Please delete the e-mail and any attachments. Thank you.

Cindy Scott

From: erik@northlandinvestigations.com
Sent: Wednesday, September 23, 2015 9:39 AM
To: ljones@mail.cityofpage.org
Subject: [REDACTED] Poly Report
Attachments: 15-P184 [REDACTED] (DLST).pdf

Hey LT-

Here is the poly report for [REDACTED] No issues with this one.
Let me know if you have any questions. Thanks!

EC

Cindy Scott

From: erik@northlandinvestigations.com
Sent: Friday, September 18, 2015 3:37 PM
To: ljones@mail.cityofpage.org
Subject: [REDACTED] Poly Report
Attachments: 15-P185 [REDACTED] (DLST).pdf

Hey LT-

Here is the report for [REDACTED]. She passed, but had a couple of new disclosures in the pre-test regarding the last time she used [REDACTED] in 2003 and that she owes about [REDACTED]. Let me know if you have any questions...Thanks!

Erik

Cindy Scott

From: Dan Caputo <d.caputo@northlandinvestigations.com>
Sent: Tuesday, September 15, 2015 2:32 PM
To: ljones@mail.cityofpage.org
Subject: RE: [REDACTED] and [REDACTED] Apps

Got it thanks!

From: Lawrence Jones [mailto:ljones@cityofpage.org]
Sent: Tuesday, September 15, 2015 2:00 PM
To: Dan Caputo <d.caputo@northlandinvestigations.com>; erik@northlandinvestigations.com
Subject: [REDACTED] and [REDACTED] Apps

See attached. Let me know if you have any questions.

Thanks,

Lieutenant Larry Jones

Page Police Department
808 Coppermine Road
P.O. Box 3005
Page, AZ 86040
928-645-4378 (Phone)
928-645-4394 (Fax)
ljones@cityofpage.org



Courage - Compassion - Integrity

CONFIDENTIAL AND PRIVILEGED COMMUNICATION. This material is intended for named recipient(s) only. If you receive this and are not the named, intended recipient (s), please do not read the contents of the e-mail or any attachments. This information may also be protected through an attorney client privilege. Please inform the sender of the error so re-transmittal to the intended recipient may occur. Please do not copy/share the contents of the transmission. Please delete the e-mail and any attachments. Thank you.

Cindy Scott

From: Dan Caputo <d.caputo@northlandinvestigations.com>
Sent: Monday, August 31, 2015 8:04 AM
To: ljones@mail.cityofpage.org
Subject: Invoice 150809 from Northland Investigations
Attachments: Inv_150809_from_Northland_Investigations_LLC_4152.pdf

Good morning Larry,
Hope you had a great weekend. Attached is the most recent invoice.
Thanks!

Dan Caputo
Northland Investigations, LLC
(928) 607 2153



Northland Investigations, LLC

2700 S. Woodlands Village Blvd
Suite 300-345
Flagstaff, AZ 86001
(928) 607-2153

Invoice

Date	Invoice #
8/30/2015	150809

Bill To
Page Police Department 547 Vista Ave Page, AZ 86040

Type	Date of Services	Description	Amount
Pre-employment Polygraph	7/6/15		175.00
Specific Issue Polygraph	7/6/15		300.00
Pre-employment Polygraph	7/9/15		175.00
Pre-employment Polygraph	7/9/15		175.00
Pre-employment Polygraph	7/16/15		175.00

Thank you for your business Payment is due within 30 days.	Total \$1,000.00
---	-------------------------

Cindy Scott

From: Dan Caputo <d.caputo@northlandinvestigations.com>
Sent: Monday, August 24, 2015 4:05 PM
To: ljones@mail.cityofpage.org
Subject: Invoice 150802 from Northland Investigations
Attachments: Inv_150802_from_Northland_Investigations_LLC_4724.pdf

Hi Larry,
Attached is the latest invoice. I will have another one for you in a couple of days.
Thanks!

Dan Caputo
Northland Investigations, LLC
(928) 607 2153



Northland Investigations, LLC

2700 S. Woodlands Village Blvd
Suite 300-345
Flagstaff, AZ 86001
(928) 607-2153

Invoice

Date	Invoice #
8/17/2015	150802

Bill To
Page Police Department 547 Vista Ave Page, AZ 86040

Type	Date of Services	Description	Amount
Pre-employment Polygraph	7/20/15	[REDACTED]	175.00
Pre-employment Polygraph	7/27/15	[REDACTED]	175.00
Pre-employment Polygraph	7/31/15	[REDACTED]	175.00
Pre-employment Polygraph	8/6/15	[REDACTED]	175.00

Thank you for your business Payment is due within 30 days.	Total \$700.00
---	-----------------------

Cindy Scott

From: erik@northlandinvestigations.com
Sent: Thursday, August 6, 2015 3:43 PM
To: ljones@mail.cityofpage.org
Subject: [REDACTED] Poly Report
Attachments: 15-P156 [REDACTED] (DLST).pdf

Hey LT-

Here is the report for [REDACTED]. She passed with some disclosures. There was one time when she [REDACTED] that she did not tell you about. She denied trying to keep this from you and this was asked in the poly. Let me know if you have any questions on this one. Thanks!

EC

Cindy Scott

From: Dan Caputo <d.caputo@northlandinvestigations.com>
Sent: Tuesday, August 4, 2015 7:45 AM
To: ljones@mail.cityofpage.org
Subject: RE: [REDACTED] Poly
Attachments: 15-M0701J [REDACTED].pdf

Here you go Larry.

Thanks!

From: Lawrence Jones [mailto:ljones@cityofpage.org]
Sent: Monday, August 3, 2015 5:19 PM
To: Dan Caputo <d.caputo@northlandinvestigations.com>; erik@northlandinvestigations.com
Subject: [REDACTED] Poly

I couldn't find the polygraph report for [REDACTED]. He was the one who took it in Phoenix on 7/16. Could you please send it again.

Thanks,

Lieutenant Larry Jones

Page Police Department
808 Coppermine Road
P.O. Box 3005
Page, AZ 86040
928-645-4378 (Phone)
928-645-4394 (Fax)
ljones@cityofpage.org



Courage - Compassion - Integrity

CONFIDENTIAL AND PRIVILEGED COMMUNICATION. This material is intended for named recipient(s) only. If you receive this and are not the named, intended recipient (s), please do not read the contents of the e-mail or any attachments. This information may also be protected through an attorney client privilege. Please inform the sender of the error so re-transmittal to the intended recipient may occur. Please do not copy/share the contents of the transmission. Please delete the e-mail and any attachments. Thank you.

Cindy Scott

From: Dan Caputo <d.caputo@northlandinvestigations.com>
Sent: Sunday, August 2, 2015 10:40 AM
To: ljones@mail.cityofpage.org
Subject: Polygraph Information

Hi Larry,

FYI- I mailed the polygraph materials to you at the Police Department on Saturday. Please let me know if you need anything else.

Thanks!

Dan Caputo

Northland Investigations, LLC

(928) 607 2153

Cindy Scott

From: erik@northlandinvestigations.com
Sent: Friday, July 31, 2015 12:38 PM
To: ljones@mail.cityofpage.org
Subject: Re: [REDACTED] App
Attachments: 15-P152 [REDACTED] (DLST).pdf

Hey there LT! Congrats on the promotion!

Here is the poly report for [REDACTED]. She admitted in the pre-test to intentionally leaving off the fact that she [REDACTED] when she was a [REDACTED] on her application. She said that she was afraid she would not get the job if she listed this. She also told me that she [REDACTED] it, but it was not for [REDACTED].

I was able to confirm that there were no other [REDACTED] issues on the poly. She passed everything else without any concerns. Let me know if you have any questions. Thanks again!

EC

Quoting Erik Caputo <erik@northlandinvestigations.com>:

> Thanks Larry...I will get with you tomorrow.

>

> EC

>

> Sent from my iPhone

>

>> On Jul 30, 2015, at 17:07, Lawrence Jones <ljones@cityofpage.org> wrote:

>>

>> Erik,

>>

>> Here is [REDACTED] application. She will be at Flag PD

>> tomorrow at 10am. Sorry for the delay. Feel free to call me on my

>> cell with any issues.

>>

>> Thanks,

>>

>> Lieutenant Larry Jones

>> Page Police Department

>> 808 Coppermine Road

>> P.O. Box 3005

>> Page, AZ 86040

>> 928-645-4378 (Phone)

>> 928-645-4394 (Fax)

>> ljones@cityofpage.org

>>

>>

>> Courage - Compassion - Integrity

>>
>> CONFIDENTIAL AND PRIVILEGED COMMUNICATION. This material is intended
>> for named recipient(s) only. If you receive this and are not the
>> named, intended recipient (s), please do not read the contents of the
>> e-mail or any attachments. This information may also be protected
>> through an attorney client privilege. Please inform the sender of the
>> error so re-transmittal to the intended recipient may occur. Please
>> do not copy/share the contents of the transmission. Please delete the
>> e-mail and any attachments. Thank you.

>>
>> From: "Cassandra Klain" <ccklain@cityofpage.org>
>> Sent: Thursday, July 30, 2015 4:56 PM
>> To: "Larry Jones" <ljones@cityofpage.org>
>> Subject: [REDACTED] App

>>
>> Here you go.

>>
>> Sandi Klain
>> Administrative Assistant
>> Page Police Department
>> PH: (928) 645-4106
>> FAX: (928) 645-4369

>>
>>
>>
>>
>> CONFIDENTIAL AND PRIVILEGED COMMUNICATION. This material is intended
>> for named recipient(s) only. If you receive this and are not the
>> named, intended recipient (s), please do not read the contents of the
>> e-mail or any attachments. This information may also be protected
>> through an attorney client privilege. Please inform the sender of the
>> error so re-transmittal to the intended recipient may occur. Please
>> do not copy/share the contents of the transmission. Please delete the
>> e-mail and any attachments. Thank you.
>> <[REDACTED] App.pdf>

Cindy Scott

From: erik@northlandinvestigations.com
Sent: Monday, July 27, 2015 2:33 PM
To: Cassandra Klain
Cc: ljones
Subject: [REDACTED] Poly Report
Attachments: 15-P148 [REDACTED] (DLST).pdf

Good afternoon Sandi-

Here is the poly report for [REDACTED]. She passed without any issues. Let me know if there are any questions.
Thanks!

Erik

Quoting Cassandra Klain <ccklain@cityofpage.org>:

> Yes, this is for next week the 27th at 1300. Thank you.

>

> Sandi Klain

> Administrative Assistant

> Page Police Department

> PH: (928) 645-4106

> FAX: (928) 645-4369

>

>

>

>

> CONFIDENTIAL AND PRIVILEGED COMMUNICATION. This material is intended

> for named recipient(s) only. If you receive this and are not the

> named, intended recipient (s), please do not read the contents of the

> e-mail or any attachments. This information may also be protected

> through an attorney client privilege. Please inform the sender of the

> error so re-transmittal to the intended recipient may occur. Please do

> not copy/share the contents of the transmission. Please delete the

> e-mail and any attachments. Thank you.

>

>

>

> -----

> From: erik@northlandinvestigations.com

> Sent: Monday, July 20, 2015 4:09 PM

> To: "Cassandra Klain" <ccklain@cityofpage.org>

> Cc: "Larry Jones" <ljones@cityofpage.org>

> Subject: Re: S.Sanderson Application

> Thanks Sandi! Just to confirm that this is for the 27th at 1300 hrs?

>

> Quoting Cassandra Klain <ccklain@cityofpage.org>:

>

>> Hi Erik,

>>

>> Attached to this email is [REDACTED] application.

>>

>> Thank you.

>>

>> Sandi Klain

>> Administrative Assistant

>> Page Police Department

>> PH: (928) 645-4106

>> FAX: (928) 645-4369

>>

>>

>>

>>

>> CONFIDENTIAL AND PRIVILEGED COMMUNICATION. This material is intended

>> for named recipient(s) only. If you receive this and are not the

>> named, intended recipient (s), please do not read the contents of the

>> e-mail or any attachments. This information may also be protected

>> through an

> attorney

>> client privilege. Please inform the sender of the error so

> re-transmittal

>> to the intended recipient may occur. Please do not copy/share the

> contents

>> of the transmission. Please delete the e-mail and any attachments.

>> Thank you.

Cindy Scott

From: Tim Lange <tlange@cityofpage.org>
Sent: Wednesday, July 22, 2015 2:11 PM
To: fbalkcom@cityofpage.org
Subject: re: fw: IA Report

Dan's Info

Lieutenant Tim Lange

Page Police Department
808 Coppermine Road
P.O. Box 3005
Page, AZ 86040
Phone: (928) 645-4360
tlange@cityofpage.org

Courage * Compassion * Integrity



CONFIDENTIAL AND PRIVILEGED COMMUNICATION. This material is intended for named recipient(s) only. If you receive this and are not the named, intended recipient (s), please do not read the contents of the e-mail or any attachments. This information may also be protected through an attorney client privilege. Please inform the sender of the error so re-transmittal to the intended recipient may occur. Please do not copy/share the contents of the transmission. Please delete the e-mail and any attachments. Thank you.

From: "Frank Balkcom" <fbalkcom@cityofpage.org>
Sent: Wednesday, July 08, 2015 2:56 PM
To: "Tim Lange" <tlange@cityofpage.org>
Subject: fw: IA Report

Frank Balkcom, Sr.

Police Chief
808 Coppermine Rd.
P.O. Box 3005
Page, AZ 86040
Phone: (928) 645-4357
fbalkcom@cityofpage.org

Courage * Compassion * Integrity



CONFIDENTIAL AND PRIVILEGED COMMUNICATION. This material is intended for named recipient(s) only. If you receive this and are not the named, intended recipient (s), please do not read the contents of the e-mail or any attachments. This information may also be protected through an attorney client privilege. Please inform the sender of the error so re-transmittal to the intended recipient may occur. Please do not copy/share the contents of the transmission. Please delete the e-mail and any attachments. Thank you.

From: "Dan Caputo" <d.caputo@northlandinvestigations.com>
Sent: Wednesday, July 08, 2015 2:52 PM

To: ljones@mail.cityofpage.org, "Chief Balkcom" <fbalkcom@cityofpage.org>

Subject: IA Report

I apologize about the delay with this report! Please let me know if you have any questions.

Thank you for allowing me to assist you with this investigation and please let me know if I can be of any further assistance.

Thanks

Dan Caputo

Northland Investigations, LLC

(928) 607 2153

Cindy Scott

From: Tim Lange <tlange@cityofpage.org>
Sent: Wednesday, July 22, 2015 2:11 PM
To: Chief Balkcom
Subject: fw: RE: [REDACTED] Polygraph

Lieutenant Tim Lange

Page Police Department
808 Coppermine Road
P.O. Box 3005
Page, AZ 86040
Phone: (928) 645-4360
tlange@cityofpage.org

Courage * Compassion * Integrity



CONFIDENTIAL AND PRIVILEGED COMMUNICATION. This material is intended for named recipient(s) only. If you receive this and are not the named, intended recipient (s), please do not read the contents of the e-mail or any attachments. This information may also be protected through an attorney client privilege. Please inform the sender of the error so re-transmittal to the intended recipient may occur. Please do not copy/share the contents of the transmission. Please delete the e-mail and any attachments. Thank you.

From: "Lawrence Jones" <ljones@cityofpage.org>
Sent: Wednesday, July 08, 2015 2:20 PM
To: "Chief Balkcom" <fbalkcom@cityofpage.org>, "Tim Lange" <tlange@cityofpage.org>
Subject: fw: RE: [REDACTED] Polygraph

FYI...see e-mail below.

Sergeant Larry Jones

Page Police Department
808 Coppermine Road
P.O. Box 3005
Page, AZ 86040
928-645-4378 (Phone)
928-645-4394 (Fax)
ljones@cityofpage.org



Courage - Compassion - Integrity

CONFIDENTIAL AND PRIVILEGED COMMUNICATION. This material is intended for named recipient(s) only. If you receive this and are not the named, intended recipient (s), please do not read the contents of the e-mail or any attachments. This information may also be protected through an attorney client privilege. Please inform the sender of the error so re-transmittal to the intended recipient may occur. Please do not copy/share the contents of the transmission. Please delete the e-mail and any attachments. Thank you.

From: "Dan Caputo" <d.caputo@northlandinvestigations.com>
Sent: Wednesday, July 08, 2015 2:18 PM
To: ljones@mail.cityofpage.org
Subject: RE: [REDACTED] Polygraph

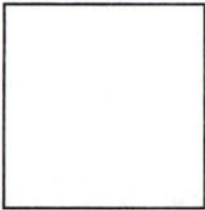
Hey Larry,
I am almost done with it. Should be to you in about 30 min

From: Lawrence Jones [mailto:ljones@cityofpage.org]
Sent: Wednesday, July 8, 2015 12:29 PM
To: Dan Caputo
Subject: [REDACTED] Polygraph

Just checking on [REDACTED] polygraph report. Chief has an appointment with her this afternoon at 4pm and wanted to know if the report would be completed before then.

Sergeant Larry Jones

Page Police Department
808 Coppermine Road
P.O. Box 3005
Page, AZ 86040
928-645-4378 (Phone)
928-645-4394 (Fax)
ljones@cityofpage.org



Courage - Compassion - Integrity

CONFIDENTIAL AND PRIVILEGED COMMUNICATION. This material is intended for named recipient(s) only. If you receive this and are not the named, intended recipient (s), please do not read the contents of the e-mail or any attachments. This information may also be protected through an attorney client privilege. Please inform the sender of the error so re-transmittal to the intended recipient may occur. Please do not copy/share the contents of the transmission. Please delete the e-mail and any attachments. Thank you.

Cindy Scott

From: Dan Caputo <d.caputo@northlandinvestigations.com>
Sent: Monday, July 20, 2015 9:52 PM
To: ljones@mail.cityofpage.org
Subject: Invoice 150708 from Northland Investigations
Attachments: Inv_150708_from_Northland_Investigations_LLC_11328.pdf

Hi Larry,

Can you forward this invoice over to finance for me? Also, Erik said you guys worked out a schedule for your next three tests. Let me know if you anticipate any more for early August so I can get them on the schedule.

Thanks!
Dan



Northland Investigations, LLC

2700 S. Woodlands Village Blvd
Suite 300-345
Flagstaff, AZ 86001
(928) 607-2153

Invoice

Date	Invoice #
7/15/2015	150708

Bill To
Page Police Department 547 Vista Ave Page, AZ 86040

Type	Date of Services	Description	Amount
Pre-employment Polygraph	6/2/15	[REDACTED]	175.00
Pre-employment Polygraph	6/12/15	[REDACTED]	175.00

Thank you for your business Payment is due within 30 days.	Total \$350.00
---	-----------------------

Cindy Scott

From: erik@northlandinvestigations.com
Sent: Monday, July 20, 2015 4:11 PM
To: ljones
Subject: Poly report for [REDACTED]
Attachments: 15-P140 [REDACTED] (DLST [REDACTED].pdf

Hey Larry-

Here is the poly report for [REDACTED]. He did not pass and had some issues regarding [REDACTED] and [REDACTED].
[REDACTED] Let me know if you have any questions. Thanks again!

EC

Cindy Scott

From: Dan Caputo <d.caputo@northlandinvestigations.com>
Sent: Wednesday, July 8, 2015 2:51 PM
To: ljones@mail.cityofpage.org; 'Chief Balkcom'
Subject: [REDACTED] Report
Attachments: 15-N0703 [REDACTED].pdf

I apologize about the delay with this report! Please let me know if you have any questions.
Thank you for allowing me to assist you with this investigation and please let me know if I can be of any further assistance.
Thanks

Dan Caputo
Northland Investigations, LLC
(928) 607 2153

Cindy Scott

From: Dan Caputo <d.caputo@northlandinvestigations.com>
Sent: Thursday, July 2, 2015 11:16 AM
To: ljones@mail.cityofpage.org
Subject: RE: Suspension with No Pay

Thanks Larry. Ill look through this info when I free up and get back with you.

From: Lawrence Jones [mailto:ljones@cityofpage.org]
Sent: Thursday, July 2, 2015 11:10 AM
To: Dan Caputo
Cc: Chief Balkcom; Tim Lange
Subject: fw: Suspension with No Pay

Attached is the summary of the internal investigations on Officer [REDACTED]

Sergeant Larry Jones

Page Police Department
808 Coppermine Road
P.O. Box 3005
Page, AZ 86040
928-645-4378 (Phone)
928-645-4394 (Fax)
ljones@cityofpage.org



Courage - Compassion - Integrity

CONFIDENTIAL AND PRIVILEGED COMMUNICATION. This material is intended for named recipient(s) only. If you receive this and are not the named, intended recipient (s), please do not read the contents of the e-mail or any attachments. This information may also be protected through an attorney client privilege. Please inform the sender of the error so re-transmittal to the intended recipient may occur. Please do not copy/share the contents of the transmission. Please delete the e-mail and any attachments. Thank you.

From: "Frank Balkcom" <fbalkcom@cityofpage.org>
Sent: Wednesday, July 01, 2015 4:23 PM
To: "Joseph D Estes" <cityattorney@cityofpage.org>, "Kay Eddlemon" <kay@cityofpage.org>, "Prentice, Crystal" <citymanager@cityofpage.org>, "Linda Watson" <lwatson@cityofpage.org>
Cc: "Tim Lange" <tlange@cityofpage.org>, "Lawrence Jones" <ljones@cityofpage.org>, "Ben Jennett" <bjennett@cityofpage.org>, "Sandi Klain" <ccklain@cityofpage.org>
Subject: Suspension with No Pay

Attached is the signed suspension with no pay memorandum reference [REDACTED]. Additionally, a polygraph exam has been scheduled for her in Flagstaff on Monday July 6, 2015. Sgt Jones, has given [REDACTED] the location and time that she is to report for the exam. [REDACTED] has signed a document acknowledging that she has received the exam location and time.

Frank Balkcom, Sr.

Police Chief

808 Coppermine Rd.

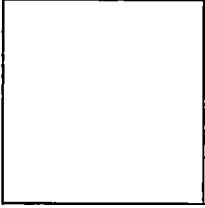
P.O. Box 3005

Page, AZ 86040

Phone: (928) 645-4357

fbalkcom@cityofpage.org

*Courage * Compassion * Integrity*



CONFIDENTIAL AND PRIVILEGED COMMUNICATION. This material is intended for named recipient(s) only. If you receive this and are not the named, intended recipient (s), please do not read the contents of the e-mail or any attachments. This information may also be protected through an attorney client privilege. Please inform the sender of the error so re-transmittal to the intended recipient may occur. Please do not copy/share the contents of the transmission. Please delete the e-mail and any attachments. Thank you.

Cindy Scott

From: Dan Caputo <d.caputo@northlandinvestigations.com>
Sent: Thursday, July 2, 2015 6:24 PM
To: ljones@mail.cityofpage.org
Subject: RE: Pre-Employment Polygraphs

Can we do the Tempe guy at our Mesa address on July 16th at 6:00pm?

The address is:

4135 South Power Road, STE 125
Mesa, AZ 85212

And the other two at the Flagstaff Police Department on July 20th at 10 and 1?

Let me know if these slots will work.

Thanks

Dan Caputo

Northland Investigations, LLC
(928) 607 2153

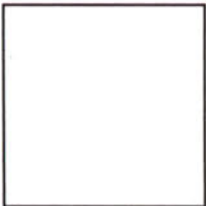
From: Lawrence Jones [mailto:ljones@cityofpage.org]
Sent: Thursday, July 2, 2015 4:28 PM
To: Dan Caputo; erik@northlandinvestigations.com
Subject: Pre-Employment Polygraphs

As if you aren't busy enough already...I have three more pre-employment polygraphs to schedule. Two for patrol officer spots in the next academy, which starts the first week in August and one for our new IT position. Let me know the next three spots you have open and we'll get them scheduled.

Thanks,

Sergeant Larry Jones

Page Police Department
808 Coppermine Road
P.O. Box 3005
Page, AZ 86040
928-645-4378 (Phone)
928-645-4394 (Fax)
ljones@cityofpage.org



Courage - Compassion - Integrity

CONFIDENTIAL AND PRIVILEGED COMMUNICATION. This material is intended for named recipient(s) only. If you receive this and are not the named, intended recipient (s), please do not read the contents of the e-mail or any

attachments. This information may also be protected through an attorney client privilege. Please inform the sender of the error so re-transmittal to the intended recipient may occur. Please do not copy/share the contents of the transmission. Please delete the e-mail and any attachments. Thank you.

Cindy Scott

From: Dan Caputo <d.caputo@northlandinvestigations.com>
Sent: Thursday, July 2, 2015 4:46 PM
To: ljones@mail.cityofpage.org
Subject: Re: Patrol Officer Application

Got it. Are any of your new applicants from phx by chance?

Sent from my iPhone

On Jul 2, 2015, at 4:30 PM, Lawrence Jones <ljones@cityofpage.org> wrote:

Here is the application for [REDACTED] for Monday at 9am.

Thanks again,

Sergeant Larry Jones

Page Police Department
808 Coppermine Road
P.O. Box 3005
Page, AZ 86040
928-645-4378 (Phone)
928-645-4394 (Fax)
ljones@cityofpage.org



Courage - Compassion - Integrity

CONFIDENTIAL AND PRIVILEGED COMMUNICATION. This material is intended for named recipient(s) only. If you receive this and are not the named, intended recipient (s), please do not read the contents of the e-mail or any attachments. This information may also be protected through an attorney client privilege. Please inform the sender of the error so re-transmittal to the intended recipient may occur. Please do not copy/share the contents of the transmission. Please delete the e-mail and any attachments. Thank you.

From: "Kay Eddlemon" <kay@cityofpage.org>
Sent: Thursday, June 25, 2015 3:08 PM
To: "Lawrence Jones" <ljones@cityofpage.org>
Cc: "Tim Lange" <tlange@cityofpage.org>
Subject: Patrol Officer Application

Kay L. Eddlemon
Human Resources Director
Risk Manager
City of Page
697 Vista Avenue
PO Box 1180
Page, AZ 86040
928-645-4231 (W)

928-645-4233 Fax
kay@cityofpage.org

[REDACTED] pdf>

Cindy Scott

From: Dan Caputo <d.caputo@northlandinvestigations.com>
Sent: Thursday, June 11, 2015 10:14 AM
To: ljones@mail.cityofpage.org
Subject: Invoice 150613 from Northland Investigations
Attachments: Inv_150613_from_Northland_Investigations_LLC_2076.pdf

Hi Larry,
Attached is the most recent invoice.
Thanks!

Dan Caputo
Northland Investigations, LLC
(928) 607 2153



Northland Investigations, LLC

2700 S. Woodlands Village Blvd
Suite 300-345
Flagstaff, AZ 86001
(928) 607-2153

Invoice

Date	Invoice #
6/11/2015	150613

Bill To
Page Police Department 547 Vista Ave Page, AZ 86040

Type	Date of Services	Description	Amount
Pre-employment Polygraph	5/5/15	[REDACTED]	175.00
Pre-employment Polygraph	5/5/15	[REDACTED]	175.00

Thank you for your business Payment is due within 30 days.	Total	\$350.00
---	--------------	----------

Cindy Scott

From: Dan Caputo <d.caputo@northlandinvestigations.com>
Sent: Sunday, April 12, 2015 10:10 AM
To: ljones@mail.cityofpage.org
Subject: Invoice 150411 from Northland Investigations
Attachments: Inv_150411_from_Northland_Investigations_LLC_5520.pdf

Hi Larry
Attached is the latest invoice. Have a great week!
Thanks
Dan Caputo



Northland Investigations, LLC

2700 S. Woodlands Village Blvd
Suite 300-345
Flagstaff, AZ 86001
(928) 607-2153

Invoice

Date	Invoice #
4/10/2015	150411

Bill To
Page Police Department 547 Vista Ave Page, AZ 86040

Type	Date of Services	Description	Amount
Pre-employment Polygraph	2/26/15	[REDACTED]	175.00
Pre-employment Polygraph	3/4/15	[REDACTED]	175.00

Thank you for your business	Total	\$350.00
-----------------------------	--------------	----------

Cindy Scott

From: Dan Caputo <d.caputo@northlandinvestigations.com>
Sent: Thursday, February 19, 2015 4:31 PM
To: ljones@cityofpage.org; ljones@mail.cityofpage.org
Subject: [REDACTED] Polygraphs
Attachments: 13-P020 [REDACTED].pdf; 14-N0709H [REDACTED].pdf

Here are the two polygraph reports for [REDACTED]. The first test I did in 2013. The second test Herb did in 2014.

Dan Caputo, President
Northland Investigations, LLC
(928) 607-2153

Cindy Scott

From: Dan Caputo <d.caputo@northlandinvestigations.com>
Sent: Wednesday, July 9, 2014 10:14 PM
To: ljones@mail.cityofpage.org
Subject: Poly Report
Attachments: 14-N0706H [REDACTED].pdf

Hey Larry,
Attached is the polygraph report for [REDACTED]
Thanks!

Dan Caputo
Northland Investigations, LLC
3009A N. West Street
Flagstaff, AZ 86004
(928) 774-4104 Office
(928) 607-2153 Cell
(928) 774-5480 fax

Cindy Scott

From: Dan Caputo <d.caputo@northlandinvestigations.com>
Sent: Monday, June 23, 2014 10:47 AM
To: ljones@mail.cityofpage.org
Subject: RE: polygraphs
Attachments: Statement of Personal History Northland Investigations 0614.pdf

How about this:

July 9th1:30 at my office located at 3009A N. West Street, Flagstaff, AZ 86004

July 10th8:30am at my office located at 3009A. N. West Street, Flagstaff, AZ 86004

July 10th10:30 am at my office located at 3009A. N. West Street, Flagstaff, AZ 86004

Herb Irvine will be the examiner on all of these tests. Herb is a law enforcement examiner from California that helps me out often in Arizona. You can send me the AZPOST application packets to me and I will get them to him. I have attached the new Statement of Personal History form that they can bring to the exam all filled out. When you set times, send me the names so I can plug them into the slots.

Thanks!

Dan Caputo
Northland Investigations, LLC
3009A N. West Street
Flagstaff, AZ 86004
(928) 774-4104 Office
(928) 607-2153 Cell
(928) 774-5480 fax

From: Lawrence Jones [mailto:ljones@cityofpage.org]
Sent: Monday, June 23, 2014 10:11 AM
To: Dan Caputo
Subject: RE: polygraphs

Two are from Page and they could probably carpool. The third lives in Flagstaff.

Detective Lawrence Jones
Criminal Investigations Division
Page Police Department
808 Coppermine Road
P.O. Box 3005
Page, AZ 86040
928-645-4378 (Office)
928-645-4394 (Fax)

From: "Dan Caputo" <d.caputo@northlandinvestigations.com>
Sent: Monday, June 23, 2014 9:57 AM
To: ljones@mail.cityofpage.org
Subject: RE: polygraphs

Are they all from Page? I think I can get them all in on the 10th if you think they might want to carpool.

From: Lawrence Jones [<mailto:ljones@cityofpage.org>]
Sent: Monday, June 23, 2014 9:27 AM
To: Dan Caputo
Subject: re: polygraphs

I got your message, but was out of town and just forgot to call you back. We will need three slots. Just give me whatever dates and times work best for you that week and we will make it work.

Thanks,

*Detective Lawrence Jones
Criminal Investigations Division
Page Police Department
808 Coppermine Road
P.O. Box 3005
Page, AZ 86040
928-645-4378 (Office)
928-645-4394 (Fax)*

From: "Dan Caputo" <d.caputo@northlandinvestigations.com>
Sent: Monday, June 23, 2014 9:03 AM
To: ljones@mail.cityofpage.org
Subject: polygraphs

Hey Larry,

Hope all is well. I'm not sure if you got my message last week, but we probably need to get those polys on the schedule before slots start disappearing. How many do you need? I think you said the week of the 7th is a good time, is that correct? Also, our new polygraph price is \$175 for pre-employments.

Thanks!

*Dan Caputo
Northland Investigations, LLC
3009A N. West Street
Flagstaff, AZ 86004
(928) 774-4104 Office
(928) 607-2153 Cell
(928) 774-5480 fax*

Cindy Scott

From: Dan Caputo <d.caputo@northlandinvestigations.com>
Sent: Wednesday, June 11, 2014 10:40 PM
To: ljones@mail.cityofpage.org
Subject: Invoice 140614 from Northland Investigations
Attachments: Inv_140614_from_Northland_Investigations_LLC_12588.pdf

Hi Larry,
Attached is the invoice for [REDACTED]
Thanks!

Dan Caputo
Northland Investigations, LLC
3009A N. West Street
Flagstaff, AZ 86004
(928) 774-4104 Office
(928) 607-2153 Cell
(928) 774-5480 fax



Northland Investigations, LLC

2700 S. Woodlands Village Blvd
Suite 300-345
Flagstaff, AZ 86001
(928) 774-4104

Invoice

Date	Invoice #
6/11/2014	140614

Bill To
Page Police Department 547 Vista Ave Page, AZ 86040

Type	Date of Services	Description	Amount
Pre-employment Polygraph	5/6/14	[REDACTED]	140.00

Thank you for your business	Total	\$140.00
-----------------------------	--------------	----------

Cindy Scott

From: Dan Caputo <d.caputo@northlandinvestigations.com>
Sent: Friday, May 16, 2014 2:35 PM
To: ljones@cityofpage.org
Subject: Invoice
Attachments: Inv_140508_from_Northland_Investigations_LLC_6488.pdf

Hey Larry,
I hope all is well up your way. Attached is the most recent invoice.
Thanks!

Dan Caputo
Northland Investigations, LLC
3009A N. West Street
Flagstaff, AZ 86004
(928) 774-4104 Office
(928) 607-2153 Cell
(928) 774-5480 fax



Northland Investigations, LLC

2700 S. Woodlands Village Blvd
Suite 300-345
Flagstaff, AZ 86001
(928) 774-4104

Invoice

Date	Invoice #
5/16/2014	140508

Bill To
Page Police Department 547 Vista Ave Page, AZ 86040

Type	Date of Services	Description	Amount
Pre-employment Polygraph	4/7/14	[REDACTED]	140.00

Thank you for your business	Total	\$140.00
-----------------------------	--------------	----------

Cindy Scott

From: Dan Caputo <d.caputo@northlandinvestigations.com>
Sent: Tuesday, July 5, 2011 3:21 PM
To: ljones@cityofpage.org
Subject: Statement of Personal History
Attachments: Statement of personal history Northland Investigations.docx

Hi Det. Jones,
Attached is the document that the examinee needs to fill out and bring to the test.
Thanks

*Dan Caputo
Northland Investigations, LLC
3009A N. West Street
Flagstaff, AZ 86004
(928) 774-4104 Office
(928) 607-2153 Cell*