Attachment "A"

1) Individual polygraph examiners
   a. Dan Caputo, President of Northland Investigations
   b. Erik Caputo, Polygraph Examiner with Northland Investigations
   c. Gary Lindberg, Sub-contract employee with Sequel Polygraph

2) See Attached Certificates

3) See Attached Certificates

4) See Attached Resume

1) I understand that while I will not be a formal employee of the Arizona Department of Public Safety (AZDPS), I will be acting as a contract employee of the agency and will be viewed by the applicant as a representative of the AZDPS. I understand that every examinee deserves to be treated with respect and professionalism. It is assumed that each examinee has the possibility of being the next Director of the agency or state politician. It is my goal to provide the examinee with a new understanding and appreciation of polygraph whether they decide to be truthful or not.

My interview approach is non- confrontational. I control the interview through dialogue versus intimidation thus guiding the examinee to the best mindset to participate in a polygraph examination. The examinee is first evaluated as to their suitability to partake in an examination. A brief medical history is reviewed with the examinee. The process of the interview and an explanation as to how a polygraph works is then explained to the examinee followed by an introduction to all the polygraph components. A pre-polygraph questionnaire is then reviewed with the applicant with ample time given for them to explain all answers and concerns. Follow up questions are asked until I am comfortable that I have a complete understanding of what the examinee is explaining and until I am comfortable that the examinee has dissipated their stress regarding the issue. After all the questions are reviewed, the examinee is administered an acquaintance test. The purpose of the acquaintance test is to adjust the polygraph instrument and familiarize the examinee with the testing process. Actual exam questions are then reviewed with the applicant and worded in such a manner that the examinee can answer them with a confounded "yes" or "no". All relevant exam questions are presented to the examinee on at least three presentations in compliance with American Polygraph Association polygraph standards. A screening exam format is initially used for the examination. Upon completion of the physiological portion of the examination, the examinee is advised of the results. If the opinion of the examiner is truthful, the examinee is encouraged to remain truthful throughout the remainder of the hiring process and reminded that only the AZDPS can decide if they continue in the hiring process. If the opinion of the examiner is that the examinee is not being truthful, a post test interview is conducted in an attempt to identify the cause of the reaction. Depending on the suitability of the examinee and the relevance of the admissions, a specific issue examination is immediately conducted in an attempt to resolve the issue the same day.

*Note- the specific issue examination provided in this scenario is part of the original pre-employment process and will not require additional billing. If a specific issue exam is needed at a future date, the rate will be that of a pre-employment examination. For the purposes of this bid, special pricing for Specific Issue Examinations are limited to issues not pertaining to Pre-employment testing.

2) A pre-employment polygraph report is submitted within 24 hours of the examination. A report details all pertinent admissions relayed by the examinee during the polygraph examination. Pertinent admissions include any admissions that would be important for the hiring process, including details that will be essential for an AZPOST audit. Careful consideration is used to not cause any unneeded embarrassment to the examinee. This examiner has discussed report preferences with AZPOST officials and has attended training from AZPOST auditors concerning report writing preferences. All reports are submitted electronically unless otherwise specified. (See attached sample report)