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13. Ontario Police College Diploma, Basic Constable Training Program
14. Recruit Leadership Assessment Tool
15. December 15, 2008 - Jack Memo to Sgt. Tozser, Re: Failing to sign the 23:00 sign-in sheet on Sunday 14-Dec-08
16. Use of Force Instructor Evaluation Report, dated December 12, 2008 (with attached Gun Safety Rules, signed by PC Jack)
17. C8 Conversion Test
18. Absence Reports:
  - A) Absence Report, August 2008
  - B) Absence Report, September 2008
  - C) Absence Report, October 2008
  - D) Absence Report, November 2008
19. Recruit Progress/Interview Reports:
  - A) Recruit Progress/Interview Report – Week 1, dated September 12, 2008
  - B) Recruit Progress/Interview Report – Week 2, dated September 12, 2008
  - C) Recruit Progress/Interview Report – Week 3, dated September 20, 2008
  - D) Recruit Progress/Interview Report – Week 4, dated September 26, 2008
  - E) Recruit Progress/Interview Report – Week 5, undated
  - F) Recruit Progress/Interview Report – Week 6, dated October 11, 2008
  - G) Recruit Progress/Interview Report – Week 7, dated October 18, 2008
  - H) Recruit Progress/Interview Report – Week 8, dated October 26, 2008
  - I) Recruit Progress/Interview Report – Week 9, dated October 30, 2008
  - J) Recruit Progress/Interview Report – Week 10, dated November 7, 2008
  - K) Recruit Progress/Interview Report – Week 11, dated November 16, 2008 (2 copies – 1 dated, 1 undated)
  - L) Recruit Progress/Interview Report – Week 12, dated November 19, 2008
  - M) Recruit Progress/Interview Report – Week 13, undated
20. Defensive Tactics Workshop Notification Form, dated November 11, 2008
21. Defensive Tactics Workshop Notification Form, dated October 8, 2008
22. Physical Feedback Profile

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23. Documentation, Re: Swipe Card, dated received, September 30, 2008
24. S/Sgt. Colleen Kohen Notebook Notes and Description of Responsibilities

**COURT TRANSCRIPTS**

**VOLUME 5:**

1. *Provincial Offences Act* Court Transcript, R. v. Jack, April 1, 2010 and May 27, 2010

**CAREER DEVELOPMENT BUREAU DOCUMENTS**

**VOLUME 6:**

1. OPP letter to M. Jack, dated July 18, 2008 (date stamped July 30, 2008)
2. OPP, CDB Memo to Michael Jack, Re: Performance and Conduct Requirements of a Recruit Constable, dated August 25, 2008
3. OPP letter to M. Jack, dated July 18, 2008
4. Uniform Recruitment Applicant Processing Disposition, M. Jack, dated July 4, 2008
5. OPC, Basic Constable Training Program, Student Evaluation, Re: M. Jack, September 3 to November 27, 2008
6. Basic Constable Training Program completion certificate, M. Jack, dated November 27, 2008
7. OPPA Recruit Leadership Assessment Tool, Re: M. Jack
8. MCSCS Absence Reports: September, October and November, 2008
9. M. Jack Memo to Sgt. Tozser, Re: Failing to sign the 23:00 sign-in sheet on Sunday 14-Dec-08, dated December 15, 2008
10. OSMH Memo to Class 411, dated Christmas 2008
11. Probationary Constable Performance Evaluation Report – 2<sup>nd</sup> month, Re: M. Jack, dated May 11, 2009
12. Probationary Constable Performance Evaluation Report – 3<sup>rd</sup> month, Re: M. Jack, dated April 27, 2009
13. Probationary Constable Work Improvement Plans, Re: M. Jack, dated May 11, 2009
  - Radio Communications

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- Flexibility
  - Police Vehicle Operation
14. Probationary Constable Performance Evaluation Report, dated June 11, 2009
  15. J. Fantino, OPP letter to C. Condon, University of Liverpool, dated May 26, 2009
  16. C. Condon, University of Liverpool to J. Fantino, Re: Research Participation, undated
  17. Probationary Constable Performance Evaluation Report, Re: M. Jack – 5<sup>th</sup> month evaluation, dated August 31, 2009
  18. Probationary Constable Performance Evaluation Report, Re: M. Jack – 7<sup>th</sup> month evaluation, dated August 31, 2009
  19. Probationary Constable Performance Evaluation Report, Re: M. Jack – 8<sup>th</sup> month evaluation, dated October 5, 2009
  20. Memo to S/Sgt Campbell, Re: P/C Jack 6 month evaluation (with attached Probationary Constable Performance Evaluation Report)
  21. Probationary Constable Performance Work Improvement Plan, Re: P/C Jack, dated October 5, 2009
  22. Sgt. D. McNeely Memo to R. Campbell, Re: M. Jack Driver Competency Assessment, dated October 2, 2009 (with attached Driver Competency Assessment)
  23. Probationary Constable Performance Evaluation Report, Re: M. Jack – 9<sup>th</sup> month evaluation, dated October 23, 2009
  24. Probationary Constable Work Improvement Plan, Re: M. Jack, dated October 8, 2009
  25. Probationary Constable Performance Evaluation Report, Re: M. Jack – 10<sup>th</sup> month evaluation, dated November 18, 2009
  26. Probationary Constable Work Improvement Plan, Re: M. Jack, dated December 14, 2009
  27. M. Jack Memo Re: Federal Statutes, Rating: Does Not Meet Requirements, dated November 19, 2009
  28. Probationary Constable Performance Evaluation Report, Re: M. Jack – 11<sup>th</sup> month evaluation, dated December 14, 2009
  29. Probationary Constable Work Improvement Plan, Re: M. Jack, dated December 31, 2009
  30. OPP, Career Development Bureau Memorandum to P/C Jack and Peterborough County Detachment, Re: Notice of Proposed Release from Employment, dated December 9, 2009
  31. M. Jack Memorandum to Chief Superintendent M. Armstrong, Re: Resignation from the Ontario Provincial Police, dated December 15, 2009

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32. August 19, 2008 - email from B. Rathbun to S. Haennel, Re: Mike JACK
33. August 8, 2008 - email from J. Whitney to B. Rathbun, Cc: S. Haennel, Re: JACK, Michael
34. August 15, 2008 - email from S. Haennel to B. Rathbun, Re: Mike JACK
35. September 4, 2008 – email from S. Haenne to B. Rathbun, Re: Michael Jack
36. J. Whitney Memorandum Re: JACK, Michael 080558, dated August 6, 2008
37. August 13, 2008 – email from S. Haennel to D. Traviss, D. Lapalme, Re: Candidate Michael Jack
38. August 5, 2008 – email correspondence between M. Johnston and B. Rathbun, R. Campbell, Cc: S. Thomas, Re: Upcoming recruit
39. August 6, 2008 – email from S. Thomas to S. Haennel, Cc: A. McCollum
40. August 5, 2008 email from S. Thomas to G. Trivett, Cc: S. Haennel, Re: Upcoming Recruit
41. Michael Jack Application, Position of Constable/Cadet, dated April 2, 2008
42. Michael Jack, Police Constable Selection, Confidential Candidate Personal History Form, dated April 28, 2008
43. Jack, Ontario Constable Selection System, Consent and Release of Liability Form, dated March 30, 2008
44. Jack, Checklist of Mandatory Information
45. OPP, Recruitment, Driving Questionnaire, dated May 29, 2008
46. Constable Assessment, Pre-Background Questionnaire, Re: M. Jack, dated May 29, 2008
47. OPP, Career Development Bureau - letter to M. Jack Re: Ontario Association of Chiefs of Police (OACP), Constable Selection System (CSS) Testing Results, dated May 23, 2008 (with attached OACP Certificated of Results)
48. Police Constable Selection, Applicant Survey Form – M. Jack
49. Michael Jack – Application for Constable/Cadet position, Cover Letter, Resume and References, dated March 31, 2008
50. June 2, 2008 email from M. Jack to S. Haennel, Re: Hello from Michael Jack

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51. OPP, Career Development Bureau letter to M. Jack Re: Progression of the Recruitment Process, dated May 30, 2008
52. OPP, Career Development Bureau letter to M. Jack Re: Acknowledgement of Employment Application Receipt and Recruitment Process, dated April 11, 2008
53. OACP, Constable Selection System, Performance Declaration, Re: M. Jack, dated May 29, 2008
54. OACP, Constable Selection System, Authorization Form, Re: Research Use of Psychological Tests/Interviews/Evaluations – M. Jack, dated May 30, 2008
55. OPP, Corporate Services Confidential Internal Briefing Report, Re: Jack's gun collection, undated
56. Internal Complaint, Re: Jack association with known criminals – Received dated: November 9, 2009
57. Complaint Intake Form, dated September 11, 2009
58. September 23, 2009 - email from P. Butorac to M. Johnston, A. Crawford, Cc: R. Flindall, R. Campbell, Re: 254009-0173 Internal Complaint-PC Jack
59. Memorandum to PC Jack, Re: Notice of Internal Complaint, dated September 23, 2009
60. Professional Standards Bureau Investigation Report 2545009-0173
61. Memorandum to PC Jack, Re: Internal Complaint 2545009-0173, dated November 25, 2009

## ONTARIO PROVINCIAL POLICE ORDERS

### VOLUME 7:

1. Chapter 2: Law Enforcement, 2.51: Supervision – Member
  - January - December 2008 Policy
  - September 2008
2. Chapter 6: Administration & Infrastructure, 6.4: Human Resources
  - January - December 2008 Policy
  - September 2008 - December 2009 Police Orders Excerpt
3. Introduction, 0.1: Introduction to Police Orders
  - December 2009
  - September 2008
4. Chapter 2: Law Enforcement, 2.51: Supervision – Member

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- September 2008
  - December 2009
5. Probationary Constable Evaluation Report Guidelines, dated November 2008
  6. Chapter 6: Administration & Infrastructure, 6.16: OPP Vehicles, September 2008
  7. Chapter 2: Law Enforcement, 2.2: Communications/Dispatch, September 2008
  8. Chapter 6: Administration & Infrastructure, 6.4: Human Resources
  9. Chapter 6: Administration & Infrastructure, 6.10: Professionalism in the OPP, September 2008
  10. Introduction, 0.1: Introduction to Police Orders, September 2008
  11. Chapter 2: Law Enforcement, 2.51: Supervision – Member, September 2008
  12. Chapter 6: Administration & Infrastructure, 6.4: Human Resources, 6.4.8: Probationary Constable, September 2008-December 2009 Police Orders Excerpt
  13. Chapter 2: Law Enforcement, 2.51: Supervision – Member, December 2009
  14. Introduction, 0.1 Introduction to Police Orders, December 2009

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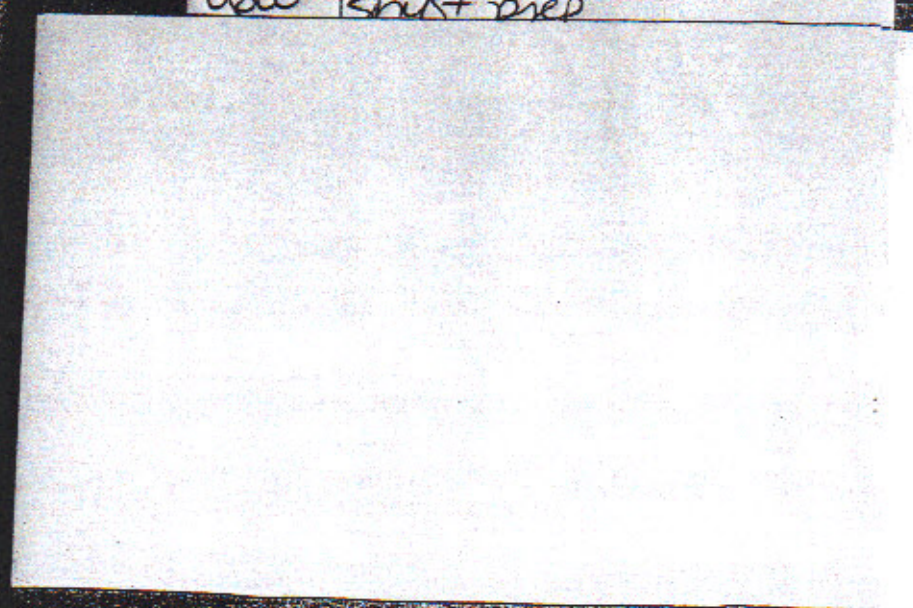
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Fax: (705) 742-9247  
maria.damico@ontario.ca

OPP 24 Hour Police Service, ComCentre 1-888-310-1122

Fri 27 Mar 09  
Weather: -1°C to 11°C  
On duty: 0600  
off duty  
Shift: 0600-1800  
PV: 1-152  
SQ#ID: 41

0600

Shift prep





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0900 NOTE: At det.  
earlier spoke to  
PC Jack re having  
camera pen in  
his pocket at det.  
while working. I  
advised him the  
shift members are  
having difficulty  
with him having

electronics with  
him ask if they  
are being audio/video  
recorded. Advised  
him it is a trust  
issue now & he needs  
to gain shift trust 1st  
if he wants to  
display such items.  
He advised he wasn't  
recording co-workers  
just has pen to  
assist him because  
of language barrier.  
R filmari advised  
as coach set Lewald  
also advised I  
spoke with him.



her's damaged



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OPP 24 Hour Police Service, ComCentre 1-888-310-1122

1400 1400-1400

FR 060009  
Weather: 20C  
On duty: 0600  
off duty  
Shift: 0600-1800  
FV: 1-152  
Soft TD: 15105

0600 Deduct 2 1/2 floors

0830 Shift prep  
Assist - Jack brief

0725

- information  
sworn to

- male dropped off

1100

Tasked by A/Sgt  
Lindall to overview  
Jack's brief. Additional  
charges to be laid

1402

Spoke to A/Sgt Lindall  
re: PC Jack. If  
gets let go, concerned  
for my safety +  
family. Has many  
firearms. Just  
feeling.

1410 Contacted [REDACTED]

PC Jack [REDACTED]  
Further review of  
brief shows  
further charges

[REDACTED] will  
attend with  
Roy Brough for  
SOCO photos &  
photo [REDACTED]

Let  
additional charges  
① Utter death threat  
② Assault  
③ Mishief  
④ Possible breach  
with alcohol

Awaiting victims  
attendable to det.

1600

[REDACTED]



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[REDACTED]



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1745  
1800

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