

Haennel, Steve (JUS)

From: Rathbun, Brad (JUS)
Sent: August 19, 2008 5:58 AM
To: Haennel, Steve (JUS)
Subject: RE: Mike JACK

Michael Jack **32**

Thanks for the update Steve. I haven't heard anything else but will forward if I do. Keep me informed.

- Brad

From: Haennel, Steve (JUS)
Sent: August 15, 2008 3:40 PM
To: Rathbun, Brad (JUS)
Subject: Mike JACK

Hi Brad,

I met with Dr. Lapame today. He will be interviewing JACK during his PRE week at the Academy. If there is anymore information, please let me know.

Tx
Steve

S.E. (Steve) Haennel
Sergeant #7336
Ontario Provincial Police
Career Development Bureau
Uniform Recruitment
777 Memorial Ave.
Orillia, Ontario, L3V 7V3
steve.haennel@ontario.ca
Work: 705-329-6721
Fax: 705-3296619

From: Whitney, Joanne (JUS)
Sent: August 8, 2008 4:38 PM
To: Rathbun, Brad (JUS)
Cc: Haenne!, Steve (JUS)
Subject: JACK, Michael

Hi Brad,

Just to update you on further inquiries that have been made in regards to this candidate.

I spoke with two of his references, a Professor Brian Patrick who is the head of the Computer Program at Trent University. He advises that he has been to Michael's residence and seen the guns. They are all collectors weapons that he has carefully collected and he is very proud of his collection. This is the reason that he shows them off. In no way does he feel that he is "gun happy". He sets his eyes on a specific gun to add to his collection only and many are vintage WWII guns. They are all registered and stored properly.

I also spoke with Andre Melaney who is Michael's landlord. He advises that he has seen the guns and has been with him when he attended the local gun club which he belongs to and actually shot many of these guns. They are all stored in a special safe and he is not concerned in any way with Michael having these in his household. He is very proud of the collection and doesn't just show them to anyone. He would not describe him as "gun happy" just a proud collector.

Michael also contacted me as he had heard that we were contacting some of his references. I advised him that this was an issue that was not fully pursued during his background investigation. He advised that he had attended the detachment to meet the people he was going to be working with and had gone on ride alongs with two officers. The two officers were Cst. John Pollock and Cst. Mark Gravelle were both invited to his residence to see this collection. He advised that he does follow the rules in regards to firearms.



A CPIC check was conducted in regards to CFRO and found that he has 22 firearms registered to him at this time.

Thanks for taking the time to send us your concerns on this individual. If you have any further questions regarding this or any other concerns of this candidate, please let either Steve or I know.

Take care,

Joanne

*Joanne Whitney Sgt. #7368
Career Development Bureau
Uniform Recruitment Orillia*

 Tel. (705) 329-6723
 Fax. (705) 329-6619
 Email: Joanne.Whitney@ontario.ca

Haennel, Steve (JUS)

34

From: Haennel, Steve (JUS)
Sent: August 15, 2008 3:40 PM
To: Rathbun, Brad (JUS)
Subject: Mike JACK

Hi Brad,

I met with Dr. Lapame today. He will be interviewing JACK during his PRE week at the Academy. If there is anymore information, please let me know.

Tx
Steve

S. E. (Steve) Haennel
Sergeant #7336
Ontario Provincial Police
Career Development Bureau
Uniform Recruitment
777 Memorial Ave.
Orillia, Ontario, L3V 7V3
steve.haennel@ontario.ca
Work: 705-329-6721
Fax: 705-329-6619

From: Haennel, Steve (JUS)
Sent: September 4, 2008 3:54 PM
To: Rathbun, Brad (JUS)
Subject: Michael Jack

Hi Brad,
Fyi, Dr. Lapalme say JACK during his pre week at the OPP Academy. He indicates that he does not have any concerns at this time.
Have any others concerns come up from your side?

Steve

S.E. (Steve) Haennel
Sergeant #7336
Ontario Provincial Police
Career Development Bureau
Uniform Recruitment
777 Memorial Ave.
Orillia, Ontario, L3V 7V3
steve.haennel@ontario.ca
Work: 705-329-6721
Fax: 705-3296619

06 Aug 08

JACK, Michael 080558

Sgt. Joanne Whitney contacted the following in regards to concerns of JACK, Michael in relation to his gun collection.

I spoke with two of his references, a Professor Brian PATRICK who is the head of the Computer Program at Trent University. He advises that he has been to Michael's residence and seen the guns. They are all collector's weapons that he has carefully collected and he is very proud of his collection. This is the reason that he shows them off. In no way does he feel that he is "gun happy". He sets his eyes on a specific gun to add to his collection only and many are vintage WWII guns. They are all registered and stored properly.

I also spoke with Andre MELANEY who is Michael's landlord. He advises that he has seen the guns and has been with him when he attended the local gun club which he belongs to and actually shot many of these guns. They are all stored in a special safe and he is not concerned in any way with Michael having these in his household. He is very proud of the collection and doesn't just show them to anyone. He would not describe him as "gun happy" just a proud collector.

Michael Jack also contacted me as he had heard that we were contacting some of his references. I advised him that this was an issue that was not fully pursued during his background investigation. He advised that he had attended the detachment to meet the people he was going to be working with and had gone on ride-alongs with two officers. The two officers were Cst. John Pollock and Cst. Mark Gravelle who were both invited to his residence to see this collection. He advised that he does follow the rules in regards to firearms.

A CPIC check was conducted in regards to CFRO and found that he has 22 firearms registered to him at this time.

See attached CPIC info

J. Whitney
Sgt #736

From: Haennel, Steve (JUS)
Sent: August 13, 2008 4:01 PM
To: Traviss, Denise (JUS); Lapalme, Denis (JUS)
Subject: RE: Candidate Michael JACK

JACK

Hi Dr. Laplame:

The candidate will be at the Academy for the PRE week on 25-29 Aug and the POST program the entire month of December 2008.

Steve

From: Traviss, Denise (JUS)
Sent: August 11, 2008 2:31 PM
To: Lapalme, Denis (JUS)
Cc: Haennel, Steve (JUS)
Subject: RE: Candidate Michael JACK

Okay, I am copying Steve on this email so that he can find that out.

STEVE, could you please find this out and let me know.

Denise

From: Lapalme, Denis (JUS)
Sent: August 11, 2008 2:30 PM
To: Traviss, Denise (JUS)
Subject: RE: Candidate Michael JACK

Hello

I think I should work with the Academy on this one along with recruitment. The position should be as such: We have offered the candidate employment conditional on his passing academy and OPC and probationary time. We still can discuss with the Academy concerns, decide what to look at, identify different hypothesis that can explain this behavior (such as maybe he thought this would impress the officer), and then strategize on a meeting between psychologist and candidate. So I need to know when he is at the academy?

Denis

From: Traviss, Denise (JUS)
Sent: Monday, August 11, 2008 2:16 PM
To: Lapalme, Denis (JUS)
Subject: FW: Candidate Michael JACK

Hi there

Steve Haennel sent me this email last week. What do you want to do about this person, do you want to do an interview?

Denise

From: Haennel, Steve (JUS)
Sent: August 6, 2008 10:01 AM
To: Traviss, Denise (JUS)
Subject: Candidate Michael JACK

Hi Denise,

As per our discussion, this person is from Israel. There, he did mandatory Military time.

He was educated at Trent University.

During a recent ride along, he mentioned his interest in guns to the extent he showed the officer his gun collection and discussed violent encounters while in the military.

He has been offered employment and start in the Aug intake.

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

From: Johnston, Mike P. (JUS)
Sent: Tuesday, August 05, 2008 10:57 AM
To: Rathbun, Brad (JUS); Campbell, Ron (JUS)
Cc: Thomas, Sandy (JUS)
Subject: RE: Upcoming recruit

Sandy

Please see Sgt Rathburn's concerns about this future recruit coming to Peterborough Detachment.

Mike

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

From: Rathbun, Brad (JUS)
Sent: Tuesday, August 05, 2008 12:01 AM
To: Campbell, Ron (JUS)
Cc: Johnston, Mike P. (JUS)
Subject: Upcoming recruit

S/Sgt Campbell: On one of our recent shifts I met a gentleman who is apparently coming to our detachment from the next recruitment class. He did a ride-along with our shift and I would like to talk to you about some concerns that have been raised.

Apparently he is a Russian male who has also spent time in the Israeli Army, with the name of Michael JACK (DOB: 16 Dec 1972)

In my short encounter he made a comment about how he likes guns.

He commented about guns continuously during his ride-along. He apparently has 32 registered guns. His obsession with guns was quite disturbing. He also mentioned the persons he killed (shot) during his time in the Army. The officer he rode with will make notes with all concerns, should this be required.

A concern by the officer was what the result would be in making command staff aware of an officer's "instincts" that were a bit "hair raising".

As I was being told, I felt that these points should at least be looked into or brought to the attention of our recruiting department.

I understand this recruit may be riding with PC Pollock today (05 Aug 2008).

Sgt Rathbun

From: Thomas, Sandy (JUS)
Sent: August 6, 2008 8:28 AM
To: Haennel, Steve (JUS)
Cc: McCollum, Angie (JUS)

Steve

Just thinking about this recruit who is going on ride alongs/showing firearm collection etc.

Without seeing the file etc. Do you think he may be a little overly keen - going on ride alongs - trying to impress the officers (showing gun collection) to fit in wanting to be accepted. With cultural differences perhaps going to this extreme to fit in ??? Anything in the file to suggest this?

Sent from my BlackBerry Wireless Handheld

From: Thomas, Sandy (JUS)
Sent: August 5, 2008 7:43 PM
To: Trivett, Glenn (JUS)
Cc: Haennel, Steve (JUS)
Subject: Fw: Upcoming recruit

Fyi

This is new recruit for Aug - Steve looked his file all is clean - good employment record etc

We are going to have Denis look at his file and perhaps talk to him. Can you discuss anything further you want done with Steve.

I have asked Det to keep us apprised of anything further - suggested supervisor tak him out.

Sandy

Sent from my BlackBerry Wireless Handheld

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

From: Rathbun, Brad (JUS)
To: Thomas, Sandy (JUS); Johnston, Mike P. (JUS); Campbell, Ron (JUS)
CC: Haennel, Steve (JUS)
Sent: Tue Aug 05 18:12:05 2008
Subject: RE: Upcoming recruit

I just spoke with PC Pollock, who did have JACK ride with him yesterday. As with the first officer, JACK made it a point to take Pollock into his residence and show him his collection of firearms. PC POLLOCK is standing beside me, echoing the concerns as to why this recruit made it such a point to show off these firearms.

JACK is looking for more ride-alongs, and the officers he's been out with feel it would be appropriate if a supervisor or current Coach Officer were to go out with him and see if the behavior remains consistent, and see if other independent officers have similar concerns.

Sgt Rathbun.

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

From: Thomas, Sandy (JUS)
Sent: August 5, 2008 11:01 AM
To: Johnston, Mike P. (JUS); Rathbun, Brad (JUS); Campbell, Ron (JUS)
Cc: Haennel, Steve (JUS)
Subject: Re: Upcoming recruit

Mike

I will have Steve look into this for you - thanks for bring this to our attention.

Sandy

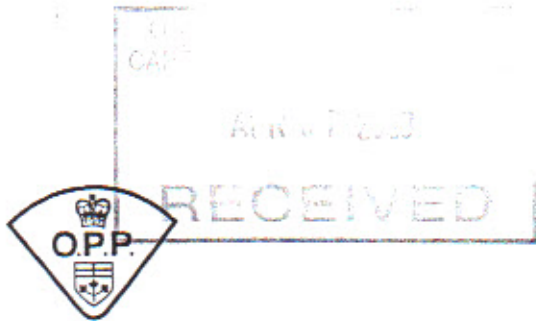
Sent from my BlackBerry Wireless Handheld

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

From: Johnston, Mike P. (JUS)
To: Johnston, Mike P. (JUS); Rathbun, Brad (JUS); Campbell, Ron (JUS)
CC: Thomas, Sandy (JUS); Haennel, Steve (JUS)
Sent: Tue Aug 05 10:58:54 2008
Subject: RE: Upcoming recruit

Steve

Forwarded to you so you could get out of office message



Quilley
680558

07-1523
 08-0115 **AI**

**APPLICATION
 Position of Constable/Cadet**

- Important:**
- Carefully review and follow application instructions issued with this application form.
 - Please print clearly, complete fully, and use additional paper if space is insufficient.

I. Personal Information

Last Name Jack	Given Name (1) Michael	Given Name (2)	3rd, 6th & 9th digits of SIN # 0 3 0		
Complete Address (including Number, Street, Apt. Number, Lot, Concessions, Rural Route #) 1049 Primrose Lane, RR #4					
City or Town Peterborough		Province Ontario	Postal Code K9J 6X5		
Business or Day Phone Number: () 705 748-1011 ext. 7802					
Home or Evening Phone Number: () 705 740-5765					
Are you at least 18 years of age?					Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>
Are you legally eligible to work in Canada?					Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>
Are you a Canadian citizen or a permanent resident of Canada?					Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>
Do you possess a valid driver's licence that permits you to drive an automobile in Ontario with full driving privileges and do you have six or fewer demerit points?					Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>
Have you ever been convicted of any criminal offence for which a pardon has not been granted or issued? (This means any fine, period of imprisonment, or period of probation offered by the court)					Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
If you were previously convicted under a federal statute, have you been granted or issued a pardon; or in the event of a discharge related to a finding of guilt, have the records been sealed by the R.C.M.P.?					N/A <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/>
Do you possess a CPR certificate? (if Yes, please provide the expiry date. if no, please provide date of scheduled training.) 21 February 2011					Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>
Do you possess a first-aid certificate? (if Yes, please provide the expiry date. if no, please provide date of scheduled training.) 21 February 2011					Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>

©Copyright Queen's Printer for Ontario, 1999. Reproduced with permission.

Confidential

07 Apr 08 (T) Appl. rec'd SR

5

II. Education

Secondary School Attended High School #493, St. Petersburg, Russia		Highest Grade or Level Completed (if applicable, attach equivalency certificate) Grade 11	
Type of Certificate or Diploma Obtained none			
Business, Trade or Technical School Attended Marine Technological School "ORT Ashdod", Ashdod, Israel			
Course Name Marine Electricity and Control		Length of Course 2 years	
Licence, Certificate or Diploma Awarded High school diploma			
Community College Attended Marine Technological College "Mevoot Yam", Mikhmoret, Israel			
Program Name Marine Electricity and Control		Length of Program 1 year	
Licence, Certificate or Diploma Awarded College diploma			
University Attended Trent University, Peterborough, Ontario			
Major Area of Study Computer Science		Length of Course 6 years	
Degree Awarded B.Sc. Honours (4 years); M.Sc. (2 years)		General	Honours x
Other relevant Courses, Workshops, Seminars, Training, Licenses, Certificates or Degrees Please see attached documentation.			

III. Employment History

- Note:**
1. Beginning with your present or previous employer and continuing in reverse time order, list and describe every position you have held since the beginning of your work experience. If you have held two or more positions with the same employer, list and describe each position separately. Include military, part-time and summer employment. (Please attach additional sheets as required)
 2. Is your current employer(s) aware you are seeking employment? Please be advised they may be contacted at a further point in the selection process.

Present or Previous Employer Trent University	
Telephone Number (705) 748-1011 ext. 7802	Date of Employment From: 2007/01 To: present
Complete Mailing Address (include Postal Code) 1600 West Bank Drive, Peterborough, Ontario, K9J 7B8	
Supervisor's Name and Title Dr. Brian G. Patrick Chair	Position Title Course Instructor/Lecturer
Brief Description of Duties Develop and teach courses on digital logic, programming languages, and fundamentals of computer design.	
Reason for Leaving still employed	
Present or Previous Employer Teaching Assistant, Department of Computer Science/Studies, Trent University	
Telephone Number (705) 748-1011 ext. 7542	Date of Employment From: 2004/09 To: 2006/05
Complete Mailing Address (include Postal Code) same as above	
Supervisor's Name and Title Dr. Richard T. Hurley Chair	Position Title Teaching Assistant
Brief Description of Duties Provided teaching assistance and conducted lectures on behalf of Computer Science faculty members.	
Reason for Leaving graduated	
Present or Previous Employer Lab Advisor, Department of Computer Science/Studies, Trent University	
Telephone Number (705) 748-1011 ext. 7542	Date of Employment From: 2001/09 To: 2004/05
Complete Mailing Address (include Postal Code) same as above	
Supervisor's Name and Title Dr. Richard T. Hurley Chair	Position Title Lab Advisor
Brief Description of Duties Provided pedagogical help for first and second-year university students with respect to their computer science assignments.	
Reason for Leaving graduated	

III. Employment History Continued

- Note:**
1. Beginning with your present or previous employer and continuing in reverse time order, list and describe every position you have held since the beginning of your work experience. If you have held two or more positions with the same employer, list and describe each position separately. Include military, part-time and summer employment. (Please attach additional sheets as required)
 2. Is your current employer(s) aware you are seeking employment? Please be advised they may be contacted at a further point in the selection process.

Present or Previous Employer Burleigh Island Lodge		
Telephone Number (705) 654-3441	Date of Employment From: 2004/06 To: 2004/09	
Complete Mailing Address (include Postal Code) Highway 28, Burleigh Falls, ON K0L 1K0		
Supervisor's Name and Title Rodney Wilson Manager	Position Title Security Officer	
Brief Description of Duties Maintain secure environment in night club.		
Reason for Leaving end of tourist season		
Present or Previous Employer Trasheteria		
Telephone Number (705) 742-9900	Date of Employment From: 2004/09 To: 2005/04	
Complete Mailing Address (include Postal Code) 123 Simcoe Street, Peterborough, ON K9H 2H3		
Supervisor's Name and Title unknown	Position Title Security Officer	
Brief Description of Duties Maintain secure environment in night club.		
Reason for Leaving end of school year		
Present or Previous Employer Burleigh Island Lodge		
Telephone Number (705) 654-3441	Date of Employment From: 2004/10 To: 2005/11	
Complete Mailing Address (include Postal Code) Highway 28, Burleigh Falls, ON K0L 1K0		
Supervisor's Name and Title Ian Petraitis Owner/Manager	Position Title Night Clerk	
Brief Description of Duties Staff registration desk.		
Reason for Leaving Hotel closed for winter.		

III. Employment History Continued

- Note:**
1. Beginning with your present or previous employer and continuing in reverse time order, list and describe every position you have held since the beginning of your work experience. If you have held two or more positions with the same employer, list and describe each position separately. Include military, part-time and summer employment. (Please attach additional sheets as required)
 2. Is your current employer(s) aware you are seeking employment? Please be advised they may be contacted at a further point in the selection process.

Present or Previous Employer Burleigh Island Lodge		
Telephone Number (705) 654-3441	Date of Employment From: 2003/06 To: 2003/09	
Complete Mailing Address (include Postal Code) Highway 28, Burleigh Falls, ON K0L 1K0		
Supervisor's Name and Title Doug Wilson (deceased) Co-Owner	Position Title Security Officer	
Brief Description of Duties Maintain secure environment in night club.		
Reason for Leaving end of tourist season		
Present or Previous Employer PlanPlus Inc.		
Telephone Number (705) 342-8001	Date of Employment From: 2003/04 To: 2003/08	
Complete Mailing Address (include Postal Code) 55 Mary Street, Suite 200, Lindsay, ON K9V 5Z6		
Supervisor's Name and Title Melaney Angie Manager	Position Title Software Developer and Tester	
Brief Description of Duties Developed financial planning web-based software applications.		
Reason for Leaving end of summer job		
Present or Previous Employer Direct Energy Marketing Limited		
Telephone Number () unknown	Date of Employment From: 2001/05 To: 2001/08	
Complete Mailing Address (include Postal Code) Peterborough, ON		
Supervisor's Name and Title unknown	Position Title Salesman	
Brief Description of Duties Sold subscriptions to fixed-rate electricity and natural gas supplies.		
Reason for Leaving returned to school		

III. Employment History Continued

- Note:**
1. Beginning with your present or previous employer and continuing in reverse time order, list and describe every position you have held since the beginning of your work experience. If you have held two or more positions with the same employer, list and describe each position separately. Include military, part-time and summer employment. (Please attach additional sheets as required)
 2. Is your current employer(s) aware you are seeking employment? Please be advised they may be contacted at a further point in the selection process.

Present or Previous Employer Intel Electronics Ltd.	
Telephone Number () see attached	Date of Employment From: 1997/07 To: 2000/09
Complete Mailing Address (include Postal Code) Fab 18, 2 Tzoran Street, New Industrial Area, Qiryat Gat 82109, Israel	
Supervisor's Name and Title Please see attached explanation.	Position Title Project Coordinator
Brief Description of Duties Managed schedule and logistics for the installation of high-tech electronic toolsets.	
Reason for Leaving immigrated to Canada	
Present or Previous Employer Israeli Merchant Fleet	
Telephone Number () unknown	Date of Employment From: 1996/05 To: 1997/07
Complete Mailing Address (include Postal Code) unknown	
Supervisor's Name and Title unknown	Position Title Electrical Cadet/Officer
Brief Description of Duties Maintain and troubleshoot ship's electrical, control, refrigeration, and navigation systems.	
Reason for Leaving changed jobs	
Present or Previous Employer Israeli Navy	
Telephone Number () unknown	Date of Employment From: 1993/05 To: 1996/04
Complete Mailing Address (include Postal Code) unknown	
Supervisor's Name and Title unknown	Position Title Marine Electrician
Brief Description of Duties Provided front-line technical support to special marine forces.	
Reason for Leaving end of mandatory military service	

IV. List any qualifications you have which you believe are relevant to this position

Very self-disciplined.
 Goal setter and high achiever.
 Trilingual--English, Russian, Hebrew.
 Graduated from university with A+ cumulative average.
 Have lived in four countries and visited 19 others.
 Work out at least four times per week and jog twice weekly.
 Extensive weapons training.
 Possess both non-restricted and restricted firearms acquisition and possession licenses.
 Attained "gold level" in the local gun club in handgun target practice.
 Adaptable to any location and set of circumstances.

Have you ever applied to any other police service(s)		Yes <input type="checkbox"/>	No <input type="checkbox"/>
If Yes, complete the following:			
Name of Service(s)	Date(s)	Is your application currently active?	
1. York Regional Police	2008/04	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>
2. Royal Canadian Mounted Police	2008/01	Yes <input type="checkbox"/>	No <input checked="" type="checkbox"/>
3.		Yes <input type="checkbox"/>	No <input type="checkbox"/>
4.		Yes <input type="checkbox"/>	No <input type="checkbox"/>

Declaration

I hereby declare that the foregoing information is true and complete to the best of my knowledge. I understand that a false statement may disqualify me from further consideration for employment or result in dismissal should I be appointed as a police constable/cadet. It is understood and accepted that I am involved in a competitive process and that I may be declined at any stage of the process.

Applicant's Signature

Mow

Date

2-APR-08

Police Constable Selection Confidential Candidate Personal History Form

Pursuant to section 39(2) of the Freedom of Information and Protection of Privacy Act and section 29(2) of the Municipal Freedom of Information and Protection of Privacy Act, you are hereby notified that information about you including academic, employment, medical, physical, financial, character and personal data is being collected during the recruitment process for the purpose of assessing your qualifications in relation to your application for employment. The authority for this collection is the Police Services Act, Section 43.

Please address any questions concerning the collection of this information to:

**ONTARIO PROVINCIAL POLICE
HUMAN RESOURCES BUREAU
UNIFORM RECRUITMENT AND STAFFING
777 MEMORIAL AVENUE
ORILLIA, ONTARIO L3V 7V3**

Important

In compliance with the Ontario Human Rights Code, information sought in the course of a pre-employment investigation for the position of Police Constable involves distinct separation from normal recruitment, application, testing and interview requirements and is used to verify applicant concurrence with basic conditions of appointment and in the determination of applicant suitability and security clearance.

The form is supplied to applicants enrolled in the Police Constable recruitment process who have progressed beyond initial selection phases and will be used only if advanced to the background investigation phase.

Please print clearly. Complete fully. Use additional paper if spaces are insufficient.

Last Name JACK		First Name(s) (in full) MICHAEL	Name Commonly Used MICHAEL
Social Insurance Number 530-393-230		City, Province and Country of Birth ST. PETERSBURG, RUSSIA.	
Date of Birth Dec 16, 1972	Citizenship CANADIAN ISRAELI	Home Telephone Number 705-740-5765 ()	Business Telephone Number 705-748-1011 x. 7802 ()
Indicate any changes of name From: MIKHAIL		To: MICHAEL PLEASE SEE ATTACHED EXPLANATION.	
Date (D,M,Y) 11 - FEB - 1990		Place ISRAEL	Method (By what authority) ISRAELI GOVERNMENT

List close relatives over 16 years of age. Provide full information (including maiden or married name if applicable) for your current spouse / partner, all former spouse(s) / partner(s), sons, daughters, father, mother, brothers, sisters, and their spouses / partners.

Name in Full (No initials)		Relationship	Date of Birth	City, Province and Country of Birth	Current Full Address and Telephone Number
Last Name	First Name(s)				
1. JACK	TANYA	MOTHER	09-NOV-42	ST. PETERSBURG, RUSSIA	K.K.L. 53/3, ASHDOD, ISRAEL 972-2-264-4496
2. JACK	YURI	FATHER	20-MAY-42	ST. PETERSBURG, RUSSIA	K.K.L. 53/3, ASHDOD, ISRAEL 972-2-264-4496
3. JACK	ARIEL	BROTHER	26-MAY-92	ASHDOD, ISRAEL	K.K.L. 53/3, ASHDOD, ISRAEL 972-2-264-4496
4.					
5.					
6.					
7.					
8.					
9.					
10.					
11.					
12.					
13.					
14.					
15.					
16.					

**Police Constable Selection
Confidential Candidate Personal History Form**

List your address (es) for past ten years, giving present address first.

City and Province (Give country if other than Canada)	Address	From		To	
		Month	Year	Month	Year
PETERBOROUGH, ON	1049 PRIMROSE LANE, RR#4, K9J 6X5	07	2001	PRESENT	
PETERBOROUGH, ON	2699 LAKEFIELD ROAD, K9J 6X5	10	2000	06	2001
ASHDOD, ISRAEL	53/3 K.K.L., 77471	10	1998	09	2000
HILLSBORO, OR, USA	269-20 TANDEM WAY, NE, 97124	01	1998	09	1998
ALBUQUERQUE, NM, USA	328-9270 EAGLE RANCH RD, 97114	10	1997	12	1997

In chronological order, list all schools you have attended from secondary school to present.

Name of School and Complete Mailing Address (include postal code)	Level of Education	Attended	Graduate
HIGH SCHOOL #493 ST. PETERSBURG, RUSSIA	Secondary Business/Trade College University	From 09/80 To 12/89	Yes <input type="radio"/> <input checked="" type="radio"/> No
MARINE TECHNOLOGICAL SCHOOL "ORT ASHDOD", ASHDOD, ISRAEL	Secondary Business/Trade College University	From 09/90 To 06/92	<input checked="" type="radio"/> Yes <input type="radio"/> No
MARINE TECHNOLOGICAL COLLEGE "MEVOT YAM", MIKHMORET, ISRAEL	Secondary Business/Trade College University	From 09/92 To 04/93	<input checked="" type="radio"/> Yes <input type="radio"/> No
TRENT UNIVERSITY 1600 WEST BANK DRIVE, PETERBOROUGH, ON, K9J 7B8	Secondary Business/Trade College University	From 01/2001 To 09/2006	<input checked="" type="radio"/> Yes <input type="radio"/> No
	Secondary Business/Trade College University	From To	Yes No

**Police Constable Selection
Confidential Candidate Personal History Form**

Language Skills				
Languages		Weak ()	Fair ()	Proficient ()
1. ENGLISH	Speak			X
ENGLISH	Read			X
ENGLISH	Write			X
2. RUSSIAN	Speak			X
RUSSIAN	Read			X
RUSSIAN	Write			X
3. HEBREW	Speak			X
HEBREW	Read			X
HEBREW	Write			X

Do you possess a valid driver's license? No Yes (If yes, give details)

Province of Issue ONTARIO	Class G	License number J0052-54407-21210	Date of issue 2007/12/05	Date of expiry 2012/12/10	Total current demerit points 0
Vehicle license AJFJ 149			Make and year TOYOTA COROLLA 1995		

List all accidents you have been involved in as a driver:

Date	Location	Total Damage	Injuries	Were you at fault? (If yes, give details)
2005/01	HWY 28 PETERBOROUGH	NONE	NONE	SLIGHTLY HIT ANOTHER CAR WHILE MAKING A LEFT TURN BECAUSE OF HEAVY SNOW CONDITIONS.

Do you have any damage or injury suits pending from traffic accidents? No Yes (If yes, give details)

Have you any loan, mortgage, debt, garnishee, wage assignment or judgement pending against you? No Yes (If yes, give details)

TYPE (Loan, Garnishee, Judgement, etc.)	WHEN INCURRED	ORIGINAL AMOUNT	PRESENT AMOUNT	MONTHLY PAYMENT	AMOUNT ARREARS (If any)
OSAP	2001-2006	21,000. ⁰⁰	6,000	400	NONE

Have you ever used any drugs or narcotics which were not prescribed for your specific use by a medical doctor or other qualified person?	No <input checked="" type="checkbox"/>	Yes <input type="checkbox"/> (If yes, give details)
--	--	---

**Police Constable Selection
Confidential Candidate Personal History Form**

(NOTE: Please make reference contacts as recent as possible, e.g., within past 5 years)

Work References	School References
<p>1).Name: <u>BRIAN GLEN PATRICK</u></p> <p>Position: <u>CHAIR, DEPARTMENT OF COMPUTING AND INFORMATION SYSTEMS</u></p> <p>Relationship: <u>SUPERVISOR</u></p> <p>Company / Employer Name: <u>TRENT UNIVERSITY</u></p> <p>Full Mailing Address: <u>209-475 PARK HILL RD. WEST</u> <small>(No. Street)</small> <u>PETERBOROUGH ON K9H 7M5</u> <small>(City) (Province) (Postal Code)</small></p> <p>Telephone Number: <u>705-876-6574 (HOME)</u> <u>705-742-1011 x. 7204</u></p>	<p>1).Name: _____</p> <p>Position: _____</p> <p>Relationship: _____</p> <p>School Name: _____</p> <p>Full Mailing Address: _____ <small>(No. Street)</small> _____ <small>(City) (Province) (Postal Code)</small></p> <p>Telephone Number: _____</p>
<p>2).Name: <u>RICHARD THOMAS MURLEY</u></p> <p>Position: <u>PROFESSOR, DEPARTMENT OF COMPUTING AND INFORMATION SYSTEMS</u></p> <p>Relationship: <u>COLLEAGUE</u></p> <p>Company / Employer Name: <u>TRENT UNIVERSITY</u></p> <p>Full Mailing Address: <u>1738 RAVENWOOD DRIVE</u> <small>(No. Street)</small> <u>PETERBOROUGH ON K9K 2P6</u> <small>(City) (Province) (Postal Code)</small></p> <p>Telephone Number: <u>705-749-9625 (HOME)</u> <u>705-742-1011 x. 7542</u></p>	<p>2).Name: _____</p> <p>Position: _____</p> <p>Relationship: _____</p> <p>School Name: _____</p> <p>Full Mailing Address: _____ <small>(No. Street)</small> _____ <small>(City) (Province) (Postal Code)</small></p> <p>Telephone Number: _____</p>
<p>3).Name: <u>BRIAN FREDERICK MIRCOCK</u></p> <p>Position: <u>LECTURER, DEPARTMENT OF COMPUTING AND INFORMATION SYSTEMS</u></p> <p>Relationship: <u>COLLEAGUE</u></p> <p>Company / Employer Name: <u>TRENT UNIVERSITY</u></p> <p>Full Mailing Address: <u>54 EDWIN COURT</u> <small>(No. Street)</small> <u>KEENE ON K0L 2G0</u> <small>(City) (Province) (Postal Code)</small></p> <p>Telephone Number: <u>705-295-1536</u> <u>705-742-1011 x. 7768</u></p>	<p>3).Name: _____</p> <p>Position: _____</p> <p>Relationship: _____</p> <p>School Name: _____</p> <p>Full Mailing Address: _____ <small>(No. Street)</small> _____ <small>(City) (Province) (Postal Code)</small></p> <p>Telephone Number: _____</p>

**Police Constable Selection
Confidential Candidate Personal History Form**

(NOTE: Please make reference contacts as recent as possible, e.g., within past 5 years)

Personal References

1) Name: WILLIAM THOMAS HUNTER
 Position: RETIRED PROFESSOR OF ECONOMICS
 Relationship: FRIEND
 Full Mailing Address: 1594 KEENE ROAD
(No. Street)
PETERBOROUGH ON K9J 6X9
(City) (Province) (Postal Code)
 Telephone Number: 705-743-0365

2) Name: ANDRE WILLIAM MELANEY
 Position: RETIRED, PART TIME SCHOOL BUS DRIVER
 Relationship: LANDLORD
 Full Mailing Address: 1049 PRIMROSE LANE RR 44
(No. Street)
PETERBOROUGH ON K9T 6K5
(City) (Province) (Postal Code)
 Telephone Number: 705-652-8125

3) Name: CODY HARDING-CALDER
 Position: STUDENT
 Relationship: FRIEND
 Full Mailing Address: 1261 FRANKLIN DRIVE
(No. Street)
PETERBOROUGH ON K9H 6Z3
(City) (Province) (Postal Code)
 Telephone Number: 705-742-9785

Declaration
 I hereby declare that the foregoing information is true and complete. I understand that a false statement may disqualify me from further consideration for employment or result in dismissal should I be appointed as a Police Constable. I hereby consent to have a pre-employment investigation conducted in conjunction with my application for the position of Police Constable. I also give consent for the information in this form to be available to the Police Service, the Ontario Association of Chiefs of Police, and the Ministry of the Solicitor General and Correctional Services.

Applicant Signature <u>Melanie</u>	Date <u>28-APR-08</u>	Witness Signature <u>[Signature]</u>	Date <u>April 28/08</u>
---------------------------------------	--------------------------	---	----------------------------

ONTARIO CONSTABLE SELECTION SYSTEM
Consent and Release of Liability Form

JACK	0	3	0
Last Name (Please Print)	3 rd , 6 th & 9 th digits of SIN		

Please read the following form carefully.

The purposes of parts A and B of this form are to authorize police services and other individuals and entities noted below to collect, to use and to disclose personal information about you for the purpose of assessing your abilities to be a police constable under the Ontario Constable Selection System, and for related research, information and statistical tracking.

The purpose of part C of this form is to release any of the individuals or entities named on this form from liability that might arise as a result of the collection, use or disclosure of your personal information in accordance with parts A and B.

A. CONSENT/ASSESSMENT

I hereby authorize any police service in Ontario to which I have submitted an application to be hired as a constable, and that is a licensed member of the Constable Selection System, to request and obtain personal information about me as described below from any or all of the following individuals or entities:

- the Ontario Association of Chiefs of Police (OACP), which is licensed by the Ontario Government to operate the Constable Selection System, stores personal information belonging to police constable applicants in a secure electronic database, and uses this information to track demographic data and assessment results;
- the OACP Constable Selection System-licensed assessment firm, which provides assessment services on behalf of the OACP, and which collects assessment results as well as the personal information required for Constable Selection System registration;
- the Ontario Ministry of Community Safety and Correctional Services, which is the licensor of the Constable Selection System, and which conducts research using personal information to support the validity and reliability of the Constable Selection System;
- the Ontario Ministry of Transportation, which maintains driving records of Ontario residents;
- any other Ontario police service or law enforcement agency, which may hold personal information about me;
- the Canadian Police Information Centre, which is owned by the RCMP, and which maintains a computerized system to provide law enforcement agencies with information on individuals with criminal records;
- any health care practitioner (including doctors, nurses, psychologists and their agents) who has provided me with health care treatment, either as part of this constable selection process or otherwise;
- any previous employer who may hold personal information about me;
- any consumer reporting agency, which maintains credit or other personal information about a consumer;
- any educational institution in which I have been, or am currently, enrolled and which has information about me, including my grade or performance results; and,

I further hereby authorize any of the above-noted individuals or entities to collect or use personal information about me as described above, and to disclose such personal information to a requesting police service as part of this Constable Selection System.

I further acknowledge that any of the above-noted individuals or entities may disclose to the requesting police service to which I have submitted an application any or all of the following records, including any parts of the following records:

- ✓ academic records and transcripts;
- ✓ employment records (Police Service and other), including performance evaluation / reviews, discipline, complaint and attendance information;
- ✓ police records and history of law involvement, including criminal and provincial reports and convictions, and intelligence information;
- ✓ police service applications;
- ✓ medical information;
- ✓ background and security checks (including CPIC, NCIC, Interpol, etc.);
- ✓ financial information, including credit bureau check, driving record;
- ✓ physical, psychological, visual, aptitude and other employment-related tests, including but not limited to MMPI-2 -questions, answers and scores, and the interview notes, summaries, opinions, assessments and evaluations of psychologists;
- ✓ applicant survey information; and,
- ✓ training record.

B. CONSENT/RESEARCH

I understand that personal information about me may be required occasionally for research purposes, and in particular for documenting findings and trends, and for reviewing the validity and reliability of the Constable Selection System. I hereby consent to any of the personal information collected about me, pursuant to this form or at any point while I am being trained to be a constable, to be used and to be disclosed to a researcher or to an entity listed in Part A of this form for these purposes. I understand that in providing this consent no personal information that identifies me shall ever be published in a publication that is available to the general public.

C. RELEASE OF LIABILITY

By signing this form, I agree that in consideration for applying to be a constable pursuant to this Constable Selection System, I hereby release and forever discharge all of the individuals, entities, and classes of individuals and entities referred to on this form, and their agents, licensees, employees, directors, officers, and subcontractors, including but not limited to Her Majesty the Queen in Right of Ontario, the OACP, any Ontario police services board, and their respective agents, licensees, employees, directors, officers, and subcontractors, from any and all actions, causes of action, claims, demands, and remedies, for any and all damages, losses, injuries and expenses of any nature or kind howsoever arising, which hereafter may be sustained by me in connection with the collection, use, and disclosure of information about me in accordance with the consents provided by me in this form, and from the use or reliance upon information about me obtained in accordance with these consents.

And I further agree that this Release of Liability shall apply to and be binding on my heirs, administrators, executors, and assigns and each of them.

I have read both pages of this Consent and Release of Liability Form, and by signing below, I certify that I understand its content, agree to its terms, and am at least eighteen (18) years of age.

MICHAEL JACK
Candidate's Name (Please Print)

Michael Jack
Candidate's Signature

[Signature]
Name of Witness (Please Print)

[Signature]
Signature of Witness

30-MAR-08
Date of Signatures

Personal information about the candidate that is obtained through the OACP Constable Selection System process is collected under the authority of section 43 of the Police Services Act. Questions concerning the collection, use or disclosure of this information or concerning the Release of Liability should be addressed to:

Ontario Provincial Police



RECRUITMENT

Driving Questionnaire

Full Name (Print): MICHAEL JACK

Driver's Licence: J0052-54407-21216, G, ON
(Number, Class, Province)

Date: 29-MAY-08

CONFIDENTIAL

Driving Questionnaire

As a member of the Ontario Provincial Police, you will be required to operate a service vehicle in a variety of conditions and situations. The following questions are designed to help assess your current level of driving experience.

1. Current class of licence and year obtained? Class G Year 2000
2. Number of years licenced with a valid Class "G". 8
3. If applicable, if your Class G licence was recently obtained, how long did you possess a **Class G2 licence**? _____
4. At which Ministry of Transportation "Drive Test Centre" did you attend for your **Class G2 Exit** road test? _____
5. What mode of transportation do you most commonly use?
 Walk Bicycle Transit Motor Vehicle (As a passenger) Motor Vehicle (As a driver)
6. Do you own or lease a motor vehicle?
 Yes No
7. If you don't own or lease a motor vehicle, do you have use of a motor vehicle?
 Yes No N/A
8. How often do you drive? (Check a box in both areas - week/month)

<i>Per Week</i>	<i>Months Per Year</i>
<input type="checkbox"/> Never	<input type="checkbox"/> 0
<input type="checkbox"/> 1 - 5 times	<input type="checkbox"/> 1 - 4 months
<input type="checkbox"/> 6 - 10 times	<input type="checkbox"/> 5 - 9 months
<input checked="" type="checkbox"/> 10 or more	<input checked="" type="checkbox"/> 10 or more
9. How often do you drive during rush hour traffic on city streets? (Check a box in both areas - week/month)

<i>Per Week</i>	<i>Months Per Year</i>
<input type="checkbox"/> Never	<input type="checkbox"/> 0
<input checked="" type="checkbox"/> 1 - 5 times	<input checked="" type="checkbox"/> 1 - 4 months
<input type="checkbox"/> 6 - 10 times	<input type="checkbox"/> 5 - 9 months
<input type="checkbox"/> 10 or more	<input type="checkbox"/> 10 or more
10. How often do you drive during rush hour traffic on highways? (Check a box in both areas - week/month)

<i>Per Week</i>	<i>Months Per Year</i>
<input type="checkbox"/> Never	<input type="checkbox"/> 0
<input checked="" type="checkbox"/> 1 - 5 times	<input checked="" type="checkbox"/> 1 - 4 months
<input type="checkbox"/> 6 - 10 times	<input type="checkbox"/> 5 - 9 months
<input type="checkbox"/> 10 or more	<input type="checkbox"/> 10 or more
11. How many hours do you normally drive per day?
 0 1 - 2 3 - 5 5 or more

12. Do you consider yourself to be an experienced driver?

- Yes Somewhat Novice

Explain:

I HAVE BEEN DRIVING FOR 13 YEARS IN
THREE DIFFERENT COUNTRIES: ISRAEL, USA, CANADA.

13. How do others rate your driving skills? (More than one area may be checked)

- Cautious
 Overly Cautious
 Confident
 Very Confident
 Routine
 Assertive
 Somewhat Aggressive
 Aggressive
 Considerate

14. Using the scale provided, indicate your driving experience on the following roadways.

	(Circle one for each)				
	Never		Seldom		Often
a. Country - Highway	1	2	3	4	5
b. City - Suburbs	1	2	3	4	5
c. City - Downtown	1	2	3	4	5
d. City - Highway	1	2	3	4	5
e. 400 Series Highways	1	2	3	4	5

15. Please indicate your level of comfort driving in the following hazardous conditions.

	Very Comfortable	Comfortable	Uncomfortable
a. Night	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. Rain	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. Slush	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. Freezing Rain	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
e. Snow	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
f. Ice	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
g. Fog	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
h. Increased Speeds	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
i. Heavy Traffic	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>

16. Please indicate what best describes your driving ability in hazardous conditions. Please check all that apply.

- Easily Distracted
 Able to Handle Only One Task at a Time
 Able to Focus
 Able to Multi-task

17. When driving, what % of the time are you:

Alone 98% With Friends 1% With Family 1%

18. What types of motor vehicles have you owned/leased or operated on a regular basis?

Owned

- None
- Motorcycle
- Car Type: SEDAN
- Van
- Truck
- Bus
- Farm Vehicle
- Construction Vehicle
- Recreational Vehicle

Operated

- None
- Motorcycle
- Car Type: SEDAN
- Van
- Truck
- Bus
- Farm Vehicle
- Constructive Vehicle
- Recreational Vehicle

19. How do you respond when you become upset at another driver's conduct?

I NORMALLY DO NOT GET UPSET.

20. Have you ever driven a motor vehicle as a condition of employment?

Yes No

If yes, list the type(s) of vehicle(s) driven and approximate year and class of licence required.

21. If required to drive a motor vehicle as a condition of employment, please identify the frequency.

Infrequently Regularly Frequently

Duties/Responsibilities:

22. Have you ever completed an accredited or specialized drivers' training course?

Yes No

If yes, please provide year and course description

IN YEAR 2000; DRIVER SAFETY COURSE.

23. List the number of motor-vehicle collisions you have been involved in (as the driver) and whether or not you were at fault, including the year(s) and circumstances. If additional space is required, please use the reverse side of this page.

DATE: 07-JAN-05 8:00 AM
AT FAULT: MYSELF
ROAD CONDITIONS: HEAVY SNOW
OTHER: DRIVING INTO THE MORNING SUN
DAMAGE: MINOR TO THE FRONT OF BOTH VEHICLES.
SLIGHTLY HIT ANOTHER CAR WHILE MAKING
A LEFT TURN. I ESSENTIALLY GOT BLINDED
BY BRIGHT MORNING SUN AND MADE AN UNSAFE
LEFT TURN. BECAUSE OF IT I HAD A FRONT
COLLISION WITH ANOTHER VEHICLE.

24. List **all convictions** for any driving related offences. Please indicate the approximate year and in the case of speeding, indicate the rate of speed travelled.

NONE

25. Please indicate how many Demerit Points you currently have registered against your licence.

- 0
 1 to 3
 4 to 6
 7 to 9
 10 to 12

26. Has your licence ever been suspended?

Yes No

If yes, indicate the circumstances and the year.

27. Have you ever been licenced in another province or country?

Yes No

If yes, please provide details, i.e. dates, location, any offences.

ISRAEL 1995 - TO PRESENT

USA (NEW MEXICO, OREGON) - 1997 - 1998

CANADA 2000 - TO PRESENT

I hereby declare that the foregoing information is true and complete. I understand that a false statement may disqualify me from any driving privileges/opportunities, employment or result in dismissal.

Mark
Signature

29 - MAY - 08
Date

46



Constable Assessment
PRE-BACKGROUND QUESTIONNAIRE

July 18, 2001

CSS 01297

OACP Constable Selection System

© Copyright Queen's Printer for Ontario, 2001. Reproduced with permission.

Confidential

INSTRUCTIONS

Please complete the following questionnaire. Place an "X" in the box before the correct answer, and add other details and explanations as required. You are provided with extra sheets of paper to write on if you need more space.

The information you provide will help us to determine whether you meet certain requirements of good moral character and habits as well as conditions of work, as referenced by the **Police Services Act**. Answer the questions truthfully and as accurately as possible. Your answers may be verified through a detailed background check, which is a routine requirement for candidates who reach the final stages of the selection process. *Please be advised that providing false or misleading information may lead to disqualification from the selection process, or dismissal should you be appointed as a police constable/cadet.*

If you do not understand any of the questions, or if you are not certain of how you should answer a particular question, do not provide an answer until you have spoken with one of the interviewers.

CANDIDATE INFORMATION

(Please print)

FULL NAME:

JACK MICHAEL
SURNAME FIRST MIDDLE

MICHAEL
(NAME YOU PREFER TO BE CALLED)

030
(3rd, 6th & 9th digits of SIN #)

COMPLETE MAILING ADDRESS (including postal code):

1049 PRIMROSE LANE RR#4
PETERBOROUGH ON K9J 6X5

TELEPHONE NUMBER (S): (RESIDENCE)

705 740-5765
Area code: Number:

DECLARATION:

I hereby declare that the information provided in this document is true and correct to the best of my knowledge. I understand that a false statement may disqualify me from further consideration for employment or result in dismissal should I be appointed as a police constable/cadet. It is understood and accepted that I am involved in a competitive selection process and that I may be declined at any stage of this process.

 29-MAY-08
Applicant Signature: Date:

The information on this form is confidential and will be treated as such. Please be aware that the information provided herein could be used during the background investigation in order to further explore and verify statements you make.

A. HABITS: WORK- AND SCHOOL-RELATED

WORK-RELATED HABITS:

1. Have you ever been absent from work for extended periods?

No

Yes. Explain how long you were absent and why.

2. Have you ever been disciplined/censured/documented for any reason at work?

(Examples include, but are not limited to, lateness, absenteeism, derogatory language, etc.)

No

Yes. Explain the behaviour as well as the action taken.

3. Are there any jobs that you have had over the last 5 years which are not listed in your application?

No

Yes. Please provide details such as the position held, the name and address of the employer, the period of employment, and the location where you worked (if location is different from the address of the employer).

4. a) Have you resigned from a job in the past 5 years?

No

Yes. Which position? Why did you leave?

b) Have you resigned from a job in the past 5 years so as to avoid termination of employment?

No

Yes. Which position? What were the circumstances?

5. Have you ever been fired from a job in the past 5 years?

No

Yes. Why were you fired?

SCHOOL-RELATED HABITS:

6. Have you ever been expelled, suspended, documented or formally reprimanded for any reason at an educational or training institution?

No

Yes. What was the nature of the incident, when did it occur and what action was taken?

7. Did you have such problems as absenteeism and lateness when you were a student?

No

Yes. What were the causes of your lateness or absences?

B. DRIVING RECORD

8. Do you possess a valid driver's licence that permits you to drive an automobile in Ontario with full driving privileges?

No

Yes

9. Do you currently have any demerit points accumulated?

No

Yes. How many points? What was the violation committed?

10. Has your driver's licence ever been suspended?

No

Yes. Provide details regarding why, when, and how many times it has been suspended.

B. DRIVING RECORD (cont'd)

11. a) Have you been involved, as a driver, in a motor vehicle accident(s) during the past 5 years?
- No
 Yes. Were you at fault? Yes No
- What were the details of the accident(s)?
- SLIGHTLY HIT ANOTHER CAR WHILE MAKING A LEFT
TURN BECAUSE OF HEAVY SNOW CONDITIONS AND
BRIGHT MORNING SUN THAT BLINDED ME.

- b) In relation to the above item, were you charged?
- No
 Yes. Provide details.
- I GOT A TICKET FOR MAKING AN
UNSAFE LEFT TURN.

12. In the past 5 years:

- a) Have you failed to stop for a police officer?
- No
 Yes. Please provide details.
- _____
- _____
- _____

- b) Have you been the driver involved in a hit and run accident?
- No
 Yes. Please provide details.
- _____
- _____
- _____

- c) Have you failed to identify yourself to a police officer when requested to do so?
- No
 Yes. Please provide details.
- _____
- _____
- _____

C. CRIMINAL RECORD

13. Have you ever been convicted [see below] of any criminal offence in Canada for which a pardon has not been granted?

(This includes any fine, period of imprisonment, or period of probation ordered by the court. A criminal offence is any offence under the Criminal Code and includes, but is not limited to, sexual assault, criminal negligence causing death, theft, mischief, assault, etc. Offences under Provincial statutes, such as the Highway Traffic Act, Liquor Licence Act, or the Game and Fish Act, are *not* criminal offences.)

No

Yes. Please give details regarding your conviction.

14. Have you ever been found guilty of any criminal offence in Canada for which you received a conditional or absolute discharge?

No

Yes. What were the terms of your discharge?

15. Have you ever been convicted of any criminal offence in any other country for which the equivalent of a pardon has not been granted?

No

Yes. Please give details regarding your conviction.

16. If you received a conditional or absolute discharge, in Canada, have the records been sealed by the RCMP?

Please submit proof.

(For discharges ordered after July 24, 1992, records are sealed automatically after 1 year for absolute discharges and 3 years for conditional discharges. For discharges before this date, you are required to apply for the records to be sealed.)

No

Yes. Please provide details.

C. CRIMINAL RECORD (cont'd)

17 Have you ever committed any criminal offence in Canada when you were under age 18?

No

Yes. Provide details regarding the incident (s) including what, when, where, and why it happened.

18 Have you ever committed any criminal offence in any other country when you were under age 18?

No

Yes. Provide details regarding the incident(s) including what, when, where, and why it happened.

19 a) Have you ever been convicted of any criminal offence in Canada for which a pardon has been granted?

No *N/A*

Yes. Provide details regarding the incident(s) including what, when, where, and why it happened.

b) Have you ever been convicted of any criminal offence in any other country for which the equivalent of a pardon has been granted?

No *N/A*

Yes. Provide details regarding the incident(s) including what, when, where, and why it happened.

D. ALCOHOL USE

20. a) Do you drink alcoholic beverages?
 No
 Yes. How many alcoholic drinks do you consume each week on average?

ONCE OR TWICE (AT MOST) A MONTH

- b) When are you most likely to consume alcohol?

IN EVENING TIME ONLY AND IN FAMILY ENVIRONMENT ONLY.

- c) Have you ever been in an altercation while under the influence of alcohol?

NO

21. Have you ever operated a vehicle while under the influence of alcohol?

- No
 Yes. Provide details regarding the incident.

22. Have you ever had contact with the police in which alcohol was a factor?

- No
 Yes. Please provide details.

23. Have you ever been administered a test for alcohol (breath, blood, urine) by or on behalf of the police?

- No
 Yes. When did this occur? Which agency administered the test? Was it taken at the roadside?
What actions resulted?

E. DRUG USE

24. a) Have you ever taken, tried or experimented with illegal drugs?

- No. Go directly to question 25.
 Yes.

b) What illegal drugs(s) do (or did) you take?

c) How often, and over what period of time did you use illegal drugs?

d) How recent was your last use of illegal drugs?

e) Why did you stop using illegal drugs?

25. Have you ever purchased illegal drugs?

- No
 Yes. When did this occur? Provide details regarding the purchases and your involvement.

26. Have you ever grown/manufactured/imported illegal drugs or given/sold illegal drugs to another person?

- No
 Yes. When did this occur? Please provide details.

E. DRUG USE (cont'd)

27. Have you ever had contact with the police in which drugs were a factor?

No

Yes. Please provide details.

28. a) Have you ever taken, tried or experimented with prescription or non-prescription drugs for non-medical reasons?

(Use of legal drugs for reasons not related to a medical condition, e.g., the use of steroids for body building, is considered a non-medical use of drugs).

No. If no, proceed to Question #29.

Yes. If yes, please indicate: ___ prescription/ ___ non-prescription

b) How often and over what period of time did you take such drugs?

c) How recent was the last time you used prescription/non-prescription drugs for non-medical reasons? Please specify name(s) and type(s) of drug(s).

d) Why did you stop using such drugs?

29. Have you ever used inhalants or other material for mind-altering effects? (eg. glue, paint, thinners, gasoline, after-shave lotion).

No

Yes. Please provide details.

F. CREDIT RECORD

30. Have you ever declared bankruptcy?

No

Yes. What were the circumstances?

31. Has a collection agency ever been assigned to any of your outstanding balances?

No

Yes. What were the circumstances? How and when was the matter resolved?

32. Have you ever knowingly written an NSF cheque?

No

Yes. How often? How recently? What were the circumstances?

G. CONDITIONS OF WORK

33. A police constable is normally required to be available for work at all times, in various conditions.

- a) Are you able and willing to assume any shift, night or day, on any day of the week?
 No. Provide details below
 Yes.

- b) Are you able and willing to work in extreme weather conditions: cold, ice, heat, wind, humidity, thunderstorm, wetness/flooding, etc.?
 No. Provide details below
 Yes.

- c) Do you have any unusual fears (e.g. of water, height, blood, animals, darkness, dead bodies or other things and conditions)?
 No
 Yes. Provide details below

34. Police officers are often involved in physical confrontations.

- a) Are you willing to use the appropriate level of force permitted to an officer, to address situations?
 No. Provide details below
 Yes.

- b) Are you willing to use potentially lethal force to protect your life or the life of someone else?
 No. Provide details below
 Yes.

H. OTHER INFORMATION

35. Do you currently associate with, or have you in the past associated with, individuals or groups, including a family member, whom you know or knew to be engaged in criminal activity?

No
 Yes. Provide details of these associations.

36. Are you now, or have you ever been, interviewed, questioned, investigated, arrested or charged in Canada, for an offence of any kind?

No
 Yes. Provide details regarding the incident (e.g. what, when, where, why)

37. Are you now, or have you ever been, interviewed, questioned, investigated, arrested or charged in any other country, for an offence of any kind?

No
 Yes. Provide details regarding the incident (e.g. what, when, where, why).

38. Have you ever been convicted of a provincial offence? (Paying of a fine is considered a conviction; provincial offences include, but are not limited to, speeding, running a stop sign under the Highway Traffic Act, catching over the limit or out-of-season under the Game and Fish Act; drinking under age or being drunk in public under the Liquor Licence Act, violating the Trespass to Property Act or the Police Services Act).

No
 Yes. What was the specific offence (s)? When and where did it take place?
Why did it happen?

H. OTHER INFORMATION (Cont'd)

39. Have you ever been refused a Firearm Acquisition Certificate?

- No
 Yes. Please provide details regarding the refusal (eg. when, why, where).

40. Have you ever had a Firearms Acquisition Certificate revoked?

- No
 Yes. Please provide details regarding the revocation (eg. when, why, where).

I. BACKGROUND CHECK

41. A background check is part of the selection process. It involves a detailed investigation, including a review of any personal involvement in criminal activity, and alcohol or drug use.

Is there any information that you wish to add or disclose about yourself that you feel we should be aware of at this time?

- No
 Yes. Please provide details.

FINAL DECLARATION:

I hereby declare that the information provided in this document is true and correct to the best of my knowledge. I understand that a false statement may disqualify me from further consideration for employment, or result in dismissal should I be appointed as a police constable/cadet. It is understood and accepted that I am involved in a competitive selection process and that I may be declined at any stage of this process.

W. M. M.
Applicant Signature:

29 - MAY - 08
Date:

The information on this form is confidential and will be treated as such. Please be aware that the information provided herein could be used during the background investigation in order to further explore and verify statements you make.

47

Ontario
Provincial
Police

Police
provinciale
de l'Ontario



Career Development Bureau
Bureau de l'avancement professionnel

Human Resources Section - Recruitment
Section des ressources humaines - recrutement

777 Memorial Ave.
Orillia ON L3V 7V3

777, av. Memorial
Orillia ON L3V 7V3

Tel: 705 329-6660
Fax: 705 329-6619

Tél. : 705 329-6660
Télééc. : 705 329-6619

Reference No/N° de dossier:
225-08-0115

May 23, 2008

Mr. Michael Jack
1049 Primrose Lane
R.R. #4
Peterborough, ON K9J 6X5

Dear Mr. Michael Jack

Re: **Ontario Association of Chiefs of Police (OACP)
Constable Selection System (CSS) Testing Results**

With reference to your recent processing with the Ontario Provincial Police, we are pleased to inform you that you have been successful at re-qualifying the PREP component.

<i>Test Date</i>	<i>Test</i>	<i>Result</i>	<i>Expiry Date</i>
20 May 2008	PREP	Acceptable	20 November 2008

Please attach this result form to your OACP Certificate of Results as official documentation of re-qualification of the PREP component.

Thank you for participating in the Constable Selection System with the Ontario Provincial Police.

Yours truly,

Sandy Thomas
Inspector
Manager, Recruitment

/br

29 May 08



CERTIFICATE N° 024975

O.A.C.P. CERTIFICATE OF RESULTS
CONSTABLE SELECTION SYSTEM
Pre - Interview Assessment Phase

Surname: Jack Given Names: Michael

Address: 1049 Primrose Lane, R.R. #4
Peterborough, ON K9J 6X5

NOTE: *The Bearer of this certificate must produce valid photo identification during each stage of the recruitment process.*

PHASE 4.1

	Date Tested	Meets Standards	Date Results Expire	Does Not Meet Standards	Earliest Retest Date
PATI: <i>(Police Analytical Thinking Inventory)</i>	13 Nov 2007	Yes	13 Nov 2010		13 Sep 2010
WCT: <i>(Written Communication Test)</i>	26 Feb 2008	Yes	26 Feb 2011		26 Dec 2010
PREP: <i>(Physical Readiness Evaluation for Police)</i>	13 Nov 2007	Yes	13 May 2008		13 Mar 2008
					Deferred
VISION	06 Mar 2008	Yes	06 Mar 2011		No
HEARING	27 Mar 2008	Yes	27 Mar 2011		No

PHASE 4.2

	Date Tested	Meets Standards	Date Results Expire	Does Not Meet Standards	Earliest Retest Date
BPAD: <i>(Behavioural Personnel Assessment Device)</i>	06 Mar 2008	Yes	06 Mar 2011		06 Jan 2011

ISSUING SERVICE Ontario Provincial Police

DATE OF ISSUE 31 March, 2008

ADMINISTRATOR Inspector Sandy Thomas

SIGNATURE 

29 May 08

Police Constable Selection
APPLICANT SURVEY FORM
CONFIDENTIAL

PLEASE PRINT:

First Name: MICHAEL 3rd, 6th & 9th digits of SIN # 0 | 3 | 0

Last Name: JACK

Date: 30-MAR-08 **FOR OFFICE USE ONLY**

Assigned No. _____

It is necessary to continually collect data to evaluate the *OACP Constable Selection System* for fairness and effectiveness. This type of data collection is a normal part of Selection System development and evaluation. The information in this survey is being gathered in accordance with the Police Services Act, Section 3. *Completion of this form is voluntary, and all information provided will be kept confidential.*

The information you provide on this form will not be used to assess your suitability for the position of constable.

When you have completed this form, please enclose it with your Applicant Registration Form and return both forms to the assessing police service or to the OACP-licensed assessment firm. Please remember to include your name in the space provided.

Please note: In order for our records to be complete, please insert your name and return this survey, *whether or not* you have chosen to complete it.

If you have inquiries about this survey, please contact the assessing police service or the OACP-licensed assessment firm.

Please read each of the following questions carefully, and check the responses which apply to you. Mark answers with a check-mark. *Information which may assist you in responding to this survey is contained on pages 3 and 4.*

1. Please indicate your sex (tick box) and age (in years):

Male Female [35] Age

2. Please indicate (tick box) the highest level of education you have achieved:

- High school diploma (or equivalency)
- 2-year college diploma
- 3-year college diploma
- Bachelor's degree (e.g., B. A., B. Sc., B. Ed., B.S.W., etc.)
- Master's degree (e.g., M.A., M. Sc., M. Ed., M.S.W., etc.)
- Doctoral degree/ professional designation (Ph.D., Ed. D., M.D., P. Eng., LL.B., C.A., etc.)

3. Did you complete Police Foundations Training?

Yes. Go to Question 4. No. Go to Question 5.

4. At what institution did you take Police Foundations Training (tick box and specify name of institution)?

- Community college. Specify _____
- Private college Specify _____
- University Specify _____
- Other Specify _____

5. Which one of the following do you consider yourself to be:
- Aboriginal (e.g., a member of the First Nations, Inuit or Metis people).
- White (e.g., Caucasian: British, French, East or West European, Russian, Ukrainian, Mediterranean).
- Racial Minority (Racial minority status is based on race or skin colour, not place of birth or nationality; see below for a list of categories which belong to "Racial Minority").
6. If you consider yourself a member of a racial minority, indicate which one of the following best describes your race or colour, regardless of your place of birth:
- | | |
|---|---|
| <input type="checkbox"/> Black | <input type="checkbox"/> Chinese |
| <input type="checkbox"/> Filipino | <input type="checkbox"/> Japanese |
| <input type="checkbox"/> Korean | <input type="checkbox"/> Oceanic |
| <input type="checkbox"/> Other South East Asian | <input type="checkbox"/> South Asian (Indo Pakistani) |
| <input type="checkbox"/> Visible Minority Central or South American | <input type="checkbox"/> Visible Minority West Asian or North African |
| <input type="checkbox"/> Person of mixed race or colour (including at least one of the above) | |
7. Do you consider yourself to be a person with a disability?
- "Person with a disability" means a person with a permanent physical, mental or medical condition that limits the kind or amount of activities of daily living the person can do, and the kind or amount of work the person can do."*
- Yes - Proceed to Question 8
- No - Proceed to Question 9
8. Do you feel that your disability will require some form of job accommodation?
- Yes
- No
- If you have answered "yes" to the above, the assessing police service or OACP-licensed assessment firm will assess your needs in consultation with you.
9. To assist with future recruitment activities please indicate how you heard about the constable opportunities:
- | | |
|---|--|
| <input type="checkbox"/> Newspaper (Please indicate which) | _____ |
| <input type="checkbox"/> Posting | _____ |
| <input type="checkbox"/> Recruiting Presentation (Specify location) | _____ |
| <input type="checkbox"/> Community Contact/Agency | _____ |
| <input type="checkbox"/> School/College/University Guidance | _____ |
| <input checked="" type="checkbox"/> Other (Specify) | FROM CHIEF OF YORK
REGIONAL POLICE
ARMAND LA BARGE |
10. What attracted you to apply?
- THE ICR ITSELF
- _____
- _____
- _____

Michael Jack

1049 Primrose Lane RR#4
Peterborough, ON K9J 6X5
705-740-5765
michaeljack@trentu.ca

March 31, 2008

Ontario Provincial Police
Career Development Bureau
Human Resources Section - Recruitment
777 Memorial Avenue
Orillia, Ontario L3V 7V3

I am pleased to submit my application for the position of:

Constable/Cadet

After completing my Master's degree in September 2006 and having taught at university for two years, I feel that I have demonstrated and can offer three mutually beneficial qualities. Firstly, I am mentally and physically fit to perform the duties of a police constable and I work hard to achieve my goals. I am therefore willing to put in the long hours to see a task through to its completion. Secondly, I am comfortable working on my own or within a team environment. My academic, industrial, and military experience in Canada, United States, Israel, and Russia have provided me with the ability to easily adapt to different situations, personnel, and multicultural environments. Finally, I enjoy working with people, tackling difficult problems and organizing myself and others to develop a plan, to do the necessary research, and to muster the proper resources to get it solved.

Thank you for taking the time to review my application. I sincerely look forward to discussing my potential role as an Ontario Provincial Police constable.

Sincerely,

Michael Jack

Education

2004 – 2006	M.Sc. (Computer Science, Trent University) NSERCC Postgraduate Scholarship, Trent University Scholarship
2001 – 2004	B.Sc.H. (Computer Science, Trent University) President's Honour Roll, Dean's Honour Roll Trent University Scholarship, Ewing Memorial Scholarship Canada Millennium Bursary, City of Peterborough Bursary William B. Common Memorial Prize, Otonabee College Prize
1992 – 1993	Diploma of Marine Electricity and Control Marine Technological College "Mevoot Yam", Israel
1990 – 1992	Matriculation Certificate and Marine Technologist Certificate Nautical School "Ort Yami Ashdod", Israel

Training

1998	"Human Dynamics - Art of Management" course "The 7 Habits of Highly Effective People" course Intel Corp., Portland, USA
1997	"QA/QC of High-Tech Electronic Equipment" course Intel Corp. Albuquerque, USA

Hard skills

- A comprehensive list of my hard skills will be furnished upon request.

Publications

Patrick, B.G. and Jack, M. (2003) Parallel job scheduling using marginal analysis, *Proceedings of the International Conference on Parallel and Distributed Processing Techniques and Applications 3*, Las Vegas, Nevada, June 23-26, 2003.

Patrick, B.G. and Jack, M. (2003) Equipartitioning versus marginal analysis for parallel job scheduling, *Proceedings of the Fourth International Conference on Parallel and Distributed Computing, Applications and Technologies*, Chengdu, China, August 27-29, 2003.

Interests

- Constantly learning new things with a focus in management, psychology, technology, history, and linguistics.
- Weight lifting, target practice, traveling.

Recent extracurricular readings

- Stalingrad: The Faithful Siege by Antony Beevor.
- All I Really Need to Know I Learned in Kindergarten by Robert Fulghum.
- Why Am I Afraid to Tell You Who I Am? Insights into Personal Growth by John Powell.
- Past Lives, Future Healing by Sylvia Browne.
- The Da Vinci Code by Dan Brown.
- KGB: The Inside Story of Its Foreign Operations from Lenin to Gorbachev (Russian) by Christopher Andrew and Oleg Gordievsky.
- Walden by Henry David Thoreau.
- War by Gwynne Dyer.
- Voices of Time (Russian) by Nikolay M. Amosov.
- The 7 Habits of Highly Effective People by Stephen R. Covey.
- On Becoming Fearless.... in Love, Work, and Life by Arianna Huffington.
- The Principle Centered Leadership by Stephen R. Covey.
- Ochishchenie (Russian) by Viktor Suvorov.
- Osvoboditel (Russian) by Viktor Suvorov.
- Pesach Haggadah (Hebrew).
- One Day in the Life of Ivan Denisovich by Alexander Solzhenitsyn.
- The Gulag Archipelago by Alexander Solzhenitsyn.
- Ship it! A Practical Guide to Successful Software Projects by Jared Richardson and William Gwaltney.
- The Secret by Rhonda Byrne.
- The Celestine Prophecy by James Redfield.
- The Science of Getting Rich by Wallace D. Wattles.
- The World Is Flat: A Brief History of the Twenty-first Century by Thomas L. Friedman.
- All Quiet on the Western Front by Erich Maria Remarque.
- Men Are From Mars, Women Are From Venus by John Gray.
- Cracking the Da Vinci Code: The Unauthorized Guide to the Facts Behind Dan Brown's Bestselling Novel by Simon Cox.
- Pohoronite Menya za Plintusom (Russian) by Pavel Sanaev.
- Nuremberg: The Reckoning by William F. Buckley Jr.
- The Assault on Reason by Al Gore.
- The Way of the Superior Man: A Spiritual Guide to Mastering the Challenges of Women, Work, and Sexual Desire by David Deida.
- Trump: How to Get Rich by Donald J. Trump.
- The Field: The Quest for the Secret Force of the Universe by Lynne McTaggart.

Michael Jack
B.Sc.H., M.Sc.

1049 Primrose Lane RR#4, Peterborough, Ontario K9J 6X5
(705) 740-5765
michaeljack@trentu.ca

References

Brian Glen Patrick

Chair, Department of Computer Science/Studies
Trent University, 1600 West Bank Drive, Peterborough ON K9J 7B8
Home address: 209 – 475 Parkhill Road West, Peterborough ON K9H 7M5
Home phone number: (705) 876-6574
Business phone number: (705) 748-1011
Relationship: supervisor
Period known: 2001/08 - present

Richard Thomas Hurley

Professor, Department of Computer Science/Studies
Trent University, 1600 West Bank Drive, Peterborough ON K9J 7B8
Home address: 1738 Ravenwood Drive, Peterborough ON K9K 2P6
Home phone number: (705) 749-9625
Business phone number: (705) 748-1011
Relationship: colleague
Period known: 2001/05 - present

Brian Frederick Hircock

Lecturer, Department of Computer Science/Studies
Trent University, 1600 West Bank Drive, Peterborough ON K9J 7B8
Home address: 54 Edwin Court, Keene ON K0L 2G0
Home phone number: (705) 295-1536
Business phone number: (705) 748-1011
Relationship: colleague
Period known: 2001/09 - present

William Thomas Hunter

Retired Professor of Economics
Employer: Trent University, 1600 West Bank Drive, Peterborough ON K9J 7B8
Home address: 1594 Keene Road, Peterborough ON K9J 6X9
Home phone number: (705) 743-0365
Relationship: friend
Period known: 2001/05 - present

Sofie Andreou

Vice President

Employer: The Breken Group

270 George Street North, Box 1, Peterborough ON K9J 3H1
Home address: 914 Birch Avenue, Peterborough ON K9H 6H1
Home phone number: (705) 745-8694
Business phone number: (705) 741-5867
Relationship: friend, colleague
Period known: 2002/09 - present

Wilfred Blight

Mature Graduate Student

Employer: Trent University, 1600 West Bank Drive, Peterborough ON K9J 7B8
Home address: 1673 Applewood Crescent, Peterborough ON K9K 1N3
Home phone number: (705) 741-6423
Mobile phone number: (705) 760-4115
Relationship: friend
Period known: 2005/11 - present

Cody Harding-Calder

University Student

Employer: Trent University Athletics Department,
1600 West Bank Drive, Peterborough ON K9J 7B8
Home address: 1261 Franklin Drive, Peterborough ON K9H 6Z3
Home phone number: (705) 742-9785
Business phone number: (705) 748-1483
Relationship: friend
Period known: 2003/09 - present

Andre William Melaney

School Bus Driver

Employer: Elwood Hamilton Bus Lines,
1325 Young's Point Road, Lakefield ON K0L 2H0
Home address: 1049 Primrose Lane, RR#4, Peterborough ON K9J 6X5
Home phone number: (705) 652-8125
Relationship: landlord
Period known: 2001/07 - present

Stephen John Melaney

Home address: 1045 Primrose Lane, RR#4, Peterborough ON K9J 6X5
Home phone number: (705) 313-1787
Relationship: neighbor
Period known: 2001/07 - present

References for Michael Jack

Brian Glen Patrick

Chair, Department of Computing and Information Systems
Trent University, 1600 West Bank Drive, Peterborough ON K9J 7B8
Home address: 209 – 475 Parkhill Road West, Peterborough ON K9H 7M5
Home phone number: (705) 876-6574
Business phone number: (705) 748-1011
Relationship: supervisor, academic supervisor, professor
Period known: 2001/08 - present

Richard Thomas Hurley

Professor, Department of Computing and Information Systems
Trent University, 1600 West Bank Drive, Peterborough ON K9J 7B8
Home address: 1738 Ravenwood Drive, Peterborough ON K9K 2P6
Home phone number: (705) 749-9625
Business phone number: (705) 748-1011
Relationship: colleague, professor
Period known: 2001/05 - present

Brian Frederick Hircock

Lecturer, Department of Computing and Information Systems
Trent University, 1600 West Bank Drive, Peterborough ON K9J 7B8
Home address: 54 Edwin Court, Keene ON K0L 2G0
Home phone number: (705) 295-1536
Business phone number: (705) 748-1011
Relationship: colleague, professor
Period known: 2001/09 - present

William Thomas Hunter

Retired Professor of Economics
Employer: Trent University, 1600 West Bank Drive, Peterborough ON K9J 7B8
Home address: 1594 Keene Road, Peterborough ON K9J 6X9
Home phone number: (705) 743-0365
Relationship: friend
Period known: 2001/05 - present

From: Michael Jack [michaeljack@trentu.ca]
Sent: June 2, 2008 3:19 PM
To: Haennel, Steve (JUS)
Subject: RE: Hello from Michael Jack

Sgt. Haennel,

I got a phone call from OPP this morning informing me that I cleared the psychological assessment stage and moving on. I had full medical examination done this morning and I am good to go. I called Halton this afternoon and informed them I am withdrawing from their application process. All my eggs are in one basket.

Michael

Please File
Tx

Ontario
Provincial
Police

Police
provinciale
de l'Ontario



Career Development Bureau
Bureau de l'avancement professionnel

Human Resources Section - Recruitment
Section des ressources humaines - recrutement

777 Memorial Ave.
Orillia ON L3V 7V3

777, av. Memorial
Orillia ON L3V 7V3

Tel: 705 329-6660
Fax: 705 329-6619

Tél. : 705 329-6660
Télec. : 705 329-6619

Reference No/N° de dossier:
225-080558

May 30, 2008

Mr. Michael Jack
1049 Primrose Lane
R.R. #4
Peterborough, ON K9J 6X5

Dear Mr. Jack:

This will acknowledge your successful completion of the Local Focus Interview and the progression of your file through further assessment phases of the recruitment process.

The potential progression of your file through a background investigation and ultimately to the Final Review stage can take considerable time and your patience is requested.

The PREP component of your Certificate of Results (COR) is a requirement and must be valid in order to receive an offer of employment.

Any changes which affect your file must be reported directly and immediately to this office. Failure to do so may result in the closure of your recruitment file with the Ontario Provincial Police.

Yours truly,

Sandy Thomas
Inspector
Manager, Recruitment

/br



April 11, 2008

Michael Jack
1049 Primrose Lane
RR #4
Peterborough, ON K9J 6X5

Dear Mr. Jack:

This will acknowledge receipt of your application for employment with the Ontario Provincial Police. The personal information contained in your application and attachments is collected under the authority of The Police Services Act of Ontario, Section 18 and 43, and will be used to assess your qualifications in the course of recruitment processing and constable selection.

We request your patience as your application is advanced through our recruitment process. We are committed to giving individual attention to each applicant and with the volume of applications on hand, unavoidable periodic delays will occur. Interviews are scheduled only for those candidates who maintain a valid Certificate of Results (COR).

At the Local Focused Interview phase of the recruitment process, you will be required to produce documented proof of educational transcripts (high school, college, university), CPR (1 – 2 rescuer for adults, children and infants) and Standard First Aid. To assist in the expeditious processing of your application, you are asked to commence the gathering of this documentation at your earliest convenience.

Photo identification must be produced at all phases of the recruitment process.

Your original *Certificate of Results* must be produced at the interview phase of the recruitment process.

The Recruitment Office will contact you in the near future for an interview appointment. Enclosed you will find the documents you will need to have completely filled out and bring to the interview with you.

Thank you for your interest in a policing career with the Ontario Provincial Police.

Diane Rubinato

for

Sandy Thomas
Inspector
Manager, Recruitment Section

/dr

ONTARIO ASSOCIATION OF CHIEFS OF POLICE (OACP)
CONSTABLE SELECTION SYSTEM
PERFORMANCE DECLARATION

To be completed by "appraiser" for each candidate - Prior to performing the specified test(s) listed below:

- Aptitude Test (AT)
- Written Communication Test (WCT)
- Physical Readiness Evaluation For Police (PREP)
- Behavioural Personal Assessment Device For Police (BPAD)
- Interview / Post-Interview Assessment (ECI, PBQ, LFI)
- MMPI-2 Psychological Assessment Questionnaire
- Psychological Assessment Interview

To be completed by candidate:

Surname: (please print) JACK	Given Names: (please print) MICHAEL	3 rd 6 th & 9 th digits of SIN #: 030
Address - city only: PETERBOROUGH		

Are there any factors which you feel may affect your ability to perform the tests noted above today?
Please check one: NO YES If YES, please provide explanation: _____

I am aware that the information provided above will be reviewed by the person conducting the test(s) and/or by a representative of the OACP Constable Selection System and/or the OACP Constable Selection System-licensed assessment firm and/or by a representative of any police service to which I apply (the "Appraiser"). My signature, below, acknowledges that I understand, and consent to, this disclosure and use of information.

Michael Jack

Signature

29-MAY-08

Date

To be completed by candidate and appraiser where candidate has responded "YES" above:

After discussing my circumstances, outlined above, with the Appraiser, I have decided to continue with the testing process today. I have made this decision freely and voluntarily, after being informed that I may participate in the testing on another date, at my option, without penalty or adverse consequence. I understand that the results of the testing which will be performed today will become part of my application file and will be available to the OACP, the OACP-licensed assessment firm and/or all police agencies to which I apply.

OR

After discussing my circumstances with the Appraiser, I choose not to participate in the testing process today.

Signature

Witness (must be Appraiser)

Date

Name of Appraiser (please print)

NOTE TO CANDIDATES: If any factors arise which you feel may be affecting your performance as the testing progresses, please contact and advise an Appraiser immediately.

Personal information contained on this form is collected pursuant to section 43 of the *Police Services Act* for the purpose of assessing qualifications and suitability for employment as a police officer. Information collected may be disclosed for the purpose for which it was obtained or for a consistent purpose. Questions concerning collection or disclosure of this information should be addressed to the Ontario Association of Chiefs of Police.

Retention: Original forms are to be retained by OACP Constable Selection System and/or OACP Constable Selection System-licensed assessment firm and/or police agency for which form is completed.

54



ONTARIO ASSOCIATION OF CHIEFS OF POLICE (OACP)
CONSTABLE SELECTION SYSTEM

AUTHORIZATION FORM

Re: Research Use of Psychological Tests / Interviews / Evaluations

I, MICHAEL JACK
(Full Name - please print)

of 1049 PRIMROSE LAKE RD #4, PETERBOROUGH ON K9J 6X5
(Full Address - please print)

consent to use by the OACP and/or the Ministry of the Solicitor General of all psychological information collected about me as part of my application to become a police officer in Ontario for research purposes. This includes answers to specific written or verbal questions, as well as test results, opinions, assessments and summary information.

I understand that I will in no way be personally identifiable in any research document. My responses to individual questions about my personality and abilities will be combined with the responses of a large group of other respondents for the purpose of conveying general findings or trends.

I understand and acknowledge that I may withhold, and not give, consent to the use of my psychological information for research purposes. Furthermore, I understand and acknowledge that I have the right to withdraw this Authorization at any time upon providing written notice of my wish to do so to the OACP. I understand that my decision to give or to withhold consent for the use of my psychological information for research purposes has no effect on the status of my application to become a police officer in Ontario.

I understand that if I have any questions about the collection, use or disclosure of my psychological information, I may contact the administrators of any psychological testing and/or the registered psychologist who conducted a psychological interview with me during the Police Constable Selection System process.

I hereby **ACKNOWLEDGE AND DECLARE** that all terms of this Authorization are understood, and agreed to, by me. I **CONSENT** to the disclosure, collection and use of my psychological information for research purposes, in the manner described above.

[Signature]
Candidate's Signature

30-MAY-08
Date

[Signature]
Witness Signature

Robert Conant
Witness Name (please print)

Personal information obtained during the OACP Constable Selection System process is collected under the authority of section 43 of the *Police Services Act*. Information collected may be disclosed for the purpose for which it was obtained or for a consistent purpose. Questions about the collection, use or disclosure of this information, may be directed to the retained psychologist and/or the Ontario Association of Chiefs of Police.

Retention: Original to be retained by police service or agency for which the Authorization is completed.



ONTARIO ASSOCIATION OF CHIEFS OF POLICE (OACP)
CONSTABLE SELECTION SYSTEM

AUTHORIZATION FORM

Re: Psychological Testing / Interviews / Evaluations

I. MICHAEL JACK (Full Name - please print)
of 1049 PRIMROSE LAKE RR#11, PETERBOROUGH K9J6X5 ON (Address - please print)

agree to participate in one or more psychological tests as a part of the OACP Police Constable Selection System process. I understand that I may also be required to participate in a psychological interview during which I will be asked questions relating to my abilities and personality, and agree to do so. The interview will be conducted by a registered psychologist.

I AUTHORIZE the administrators of any psychological testing to provide to the OACP, the OACP Constable Selection System-licensed assessment firm, the Ministry of the Solicitor General, any police agency to which I have applied and to a registered psychologist designated by any of the aforesaid, all information relating to the psychological tests in which I have participated. I understand that the psychological information will be used to assess my qualifications and suitability in relation to my application for employment as a police officer.

I further understand that any psychologist who interviews me shall provide a summary of his/her opinion and/or evaluation of my abilities and personality and/or a copy of his/her interview notes, to the OACP, the OACP Constable Selection System-licensed assessment firm, the Ministry of the Solicitor General and police services to which I have applied, or may apply. By my signature, below, I AUTHORIZE the psychologist, upon receipt of a signed copy of this Authorization or a photocopy or fax thereof, dated within one (1) year of the date of receipt, to provide such information to the parties / agencies specified above. I understand that the information about me will be used by the OACP, the OACP-licensed assessment firm, the Ministry of the Solicitor General and/or any police service, to assess my qualifications and suitability in relation to my application for employment as a police officer.

I understand that the results of all psychological testing and assessments, including questions, answers, scores, results, interview notes and evaluations / opinions, written and verbal, will be held confidential by the psychologist and his/her professional colleagues, pursuant to the legislation governing psychologists within Ontario, and will be disclosed only in accordance with this Authorization or as otherwise required by law. Retention shall be in accordance with professional standards applicable to psychologists. I further understand that any information provided to the OACP, the OACP-licensed assessment firm, the Ministry of the Solicitor General and/or police services to which I have applied, pursuant to this Authorization, shall be retained in accordance with applicable legal principles and retention schedules.

I hereby ACKNOWLEDGE AND DECLARE that all terms of this Authorization are understood, and agreed to, by me. I CONSENT to the collection, use, examination, disclosure and transmittal of my psychological information in the manner, and for the purposes, described above. I RELEASE, WAIVE AND DISCHARGE the OACP, and all the aforementioned, from any and all liability for the collection, disclosure and transmittal of information in accordance with this Authorization, and from any and all liability for the use of, or reliance upon, information obtained in accordance with this Authorization.

[Signature]
Candidate's Signature

30-MAY-08
Date

[Signature]
Witness Signature

Robert Conant
Witness Name (please print)

Personal information obtained during the OACP Constable Selection System process is collected under the authority of section 43 of the Police Services Act. Information collected may be disclosed for the purpose for which it was obtained or for a consistent purpose. Questions about the collection, use or disclosure of this information, may be directed to the retained psychologist and/or the Ontario Association of Chiefs of Police



ONTARIO

PROVINCIAL POLICE

**CORPORATE SERVICES
CONFIDENTIAL
INTERNAL BRIEFING REPORT**

ISSUE:

It came to the attention of Career Development Bureau – Recruitment Section, that members from Peterborough Detachment had concerns about Michael JACK, a candidate in our recruitment process.

BACKGROUND:

JACK was interviewed for Constable on 29 May 08 by Sgt's Haennel and Whitney. He was recommended for background investigation. They noted JACK appeared very proud of his accomplishments and somewhat rigid. They felt his high level of intelligence could be mistaken as being socially awkward.

On or about 05 Aug 08, Insp. Thomas was notified by a member of Peterborough Detachment, they had concerns about JACK because he had gone to the detachment prior to his start date and during a ride along, appeared overly enthusiastic about his gun collection to the extent he took several members to his home and showed them the collection.

A complete background and psyc evaluation had already been completed in the course of the recruitment process with no concerns raised.

Another investigation was subsequently initiated.

Summary of Follow up Investigation:

Sgt. Whitney spoke with two of his references, a Professor Brian Patrick who is the head of the Computer Program at Trent University. He advises that he has been to JACK's residence and seen the guns. They are all collectors' weapons that he has carefully collected and he is very proud of his collection. This is the reason that he shows them off. In no way does he feel that he is "gun happy". He sets his eyes on a specific gun to add to his collection only and many are vintage WWII guns. They are all registered and stored properly.

Sgt. Whitney spoke with Andre Melaney who is JACK's landlord. He advises that he has seen the guns and has been with him when he attended the local gun club which he belongs to and actually shot many of these guns. He also advises they are all stored in a special safe and he is not concerned in any way with JACK having these in his household.

Melaney feels JACK is very proud of the collection and doesn't just show them to anyone. He would not describe him as "gun happy" just a proud collector.

JACK also contacted Sgt. Whitney as he had heard that we were contacting some of his references. He was advised that this was an issue that was not fully pursued during his background investigation. He advised that he had attended the detachment to meet the people he was going to be working with and had gone on ride alongs with two officers. The two officers were Cst. John Pollock and Cst. Mark Gravelle who were both invited to his residence to see this collection. He advised that he does follow the rules in regards to firearms.

CPIC checks were conducted and all firearms are registered and clear.

ACTIONS:

- 05Aug08- Insp. Thomas aware of concern. Discussed with Sgt. Haennel and reviewed file. No concerns in file.
- 05 Aug08- Sgt. Whitney began a follow up investigation.
- 05Aug08- Sgt. Haennel notified Denise Travis of the situation seeking Input of Dr. Lapalme.
- 06 Aug08- Insp. Thomas made aware that JACK went on another ride along and demonstrated the same behavior.
- 06Aug08- Sgt. Whitney completed follow up investigation. See the above mentioned summary.
- 11Aug08- Dr. Lapalme aware of situation.
- 15Aug08- Sgt. Haennel discussed situation with Dr. Lapalme who agreed to interview JACK during PRE Recruit week in Orillia. (25-29Aug08)
Sgt. Haennel notified Sgt. Rathbun of Peterborough Detachment of same.
- 25Aug08- Dr. Lapalme interviews JACK during the PRE Recruit course and has no concerns.
- 04Se08- Sgt. Haennel notifies Sgt. Rathbun about the outcome of the interview.
No other known concerns at this time.

CONCLUSION:

Upon further investigation and the interview by Dr. Lapalme, no evidence of a concern could be found.

Sgt's Haennel and Whitney noted the following about JACK;

- Socialized outside of Canada

- Raised in a culture of pride

- Performed mandatory Military time in his country of origin

- Very driven and motivated

- Very high level of intelligence

- Some evidence of awkwardness relating to Canadian social cues

Based on these observations, it is the opinion of Haennel and Whitney that JACK is experiencing some awkwardness as he begins to socialize himself into the police culture.

56

Internal IA number: 2545009-0173 Received: Nov 09, 2009

Case number:

Officers involved:

Provincial Constable Michael JACK [12690/393080]

Officer current info:

Region: CENTRAL REGION
Detachment: 1I00 - PETERBOROUGH COUNTY
Platoon: PltD

Snapshot - officer information at time of incident:

Badge/ID no: 12690
Region: CENTRAL REGION
Detachment: 1I00 - PETERBOROUGH COUNTY
Platoon: PltD
McNeil: Yes
Rank/title: Provincial Constable
Age: Years of employment: 1 Years with unit:
In uniform: Unk Off duty: Unk Off duty employed: No

Allegations:

Miscellaneous - Association with Undesirables - - 64(6) Unsub Invest - Nov 25, 2009

Officer complainants:

Detective Inspector M.J. (Martin) GRAHAM [8160/REDACTED]

Officer current info:

Region: GENERAL HEADQUARTERS
Detachment: 7Y14 - ISB: CIS: CIB: Central Unit
Platoon: 7Y14CIBCentralUnit

Summary:

CR - (Unsubstantiated) It is alleged the Respondent Officer may be associating with known criminals. PSB: 23 Sept 09

Investigative tasks:

Due dt	Done dt	Type
Sep 23, 2009	Sep 24, 2009	Assignment to Sgt Major
	23 Sept 09	- Internal complaint for investigation. ac
	24Sep09	- Assigned to DS Thompson. MJG
Mar 10, 2009	Sep 24, 2009	Proof of Service

23 Sept 09 - Notification letter prepared for CN signature. ac
23 Sept 09 - Notification emailed to Insp Johnston for service. ac
24 Sept 09 - Proof of Service recvd and linked to file. ac

Nov 12, 2009 Nov 24, 2009 3 Month Reminder to S/Maj

Send Sgt Major a three month reminder. ac

Sep 24, 2009 Sep 24, 2009 Assignment to Investigator

24Sep09: Assigned to DS Thompson. MJG

< N/A > Nov 17, 2009 Investigation Chronology

17NOV2009 - Final report submitted tym

Nov 20, 2009 Nov 24, 2009 To Manager - Class & Analysis

20Nov09 - Investigative Report appended. Unsubstantiated. MJG

Nov 25, 2009 Nov 25, 2009 Closed - Analyst

24 Nov 2009 - please prepare memo for RO - Unsubstantiated
Internal. CN

25 Nov 2009 - Prepared memo for RO and closed file this date. gp

Mar 12, 2009 Mar 12, 2009 Decision Notification

03 Dec 09 - Sent decision letter to respondent and cc'd via email. bp

When/where:

Date/time occurred: Nov 09 2009

Linked Word documents:

Sep 23, 2009: Notification - Jack
Sep 24, 2009: Proof of Service - PC Jack.doc
Nov 20, 2009: Investigative Report
Nov 25, 2009: Decision Internal - Unsubstantiated

Linked files:

Complaint Intake Form.pdf
Notification - Jack.pdf
Signed Decision Letter

Status/assignment information:

Status: Completed

Opened: 09/23/2009 Assigned: Due: 03/10/2010 Completed:
11/25/2009

Disposition: Closed - Investigation

Unit assigned: CENTRAL REGION
Handled at field/unit level: No
Investigator assign: Detective Sergeant Tym Thompson
Supervisor assign: Sergeant Major Martin Graham
Source of information: SUPERVISION

Organizational component(s):

Region: CENTRAL REGION
Detachment: 1I00 - PETERBOROUGH COUNTY
Platoon: PltD
McNeil: Yes

Entered by: OAG 11 Anna Crawford on Sep 23, 2009 at 10:33

Respondents

Last Name	First Name	Initial	Rank or Position	Badge #	Location
JACK	Michael		Provincial Constable	12690	Peterborough County OPP

Incident Details

Date: 11SEP2009

Time: 0 am
0 pm

Location: Peterborough County OPP Detachment

Detachment: Peterborough County OPP

Summary of Incident/Action Taken:

Information below was received by PSB on September 11, 2009 via e-mail from P'Boro Det

- PC JACK arrived at Detachment in January 2009 as a new officer.
- Sometime after he arrived (no date id's) JACK showed a picture of himself with a number of individuals
- JACK was described as being in the picture with three individuals who are known Criminals.
- Allegation is that PC JACK may be associating with undesirables ie known criminals

Signature:

Date: [d/m/y]

22SEP2009

Comments:

Signature: Mark T. Lake Date: [d/m/y] 22 SEP 09

Activities

Member Notified? <input type="checkbox"/> Yes <input type="checkbox"/> No	Region Commander Remarks and/or Recommendations? <input type="checkbox"/> Yes <input type="checkbox"/> No
Informal Resolution Attempted? <input type="checkbox"/> Yes <input type="checkbox"/> No Not Appropriate <input type="checkbox"/> Attempts Continuing? <input type="checkbox"/> Yes <input type="checkbox"/> No	Informal Discipline Applied? <input type="checkbox"/> Yes <input type="checkbox"/> No

Attachments

Letter/statement of complaint	
Medical report	
Photographs	
Acknowledgement letter to complainant	
Comments of recipient	

Regional Commanders Remarks and/or Recommendations	
Relevant Local Policy	
Informal Discipline Record	
Withdrawal of Complaint	
Others (specify):	

From: Butorac, Peter (JUS)
Sent: September 23, 2009 7:16 PM
To: Johnston, Mike P. (JUS); Crawford, Anna (JUS)
Cc: Flindall, Robert (JUS); Campbell, Ron (JUS)
Subject: RE: 2545009-0173 Internal Complaint - PC Jack
Served 23 Sep 09 @ 1810 by Sgt Butorac/6901

From: Johnston, Mike P. (JUS)
Sent: September 23, 2009 3:49 PM
To: Butorac, Peter (JUS)
Cc: Flindall, Robert (JUS); Campbell, Ron (JUS)
Subject: FW: 2545009-0173 Internal Complaint - PC Jack
Importance: High

Peter

Please serve Cst Jack as per the directions below.

Thanks

Mike J.

From: Crawford, Anna (JUS)
Sent: September 23, 2009 3:42 PM
To: Johnston, Mike P. (JUS)
Subject: 2545009-0173 Internal Complaint - PC Jack
Importance: High

INTERNAL COMPLAINT NOTIFICATION TO RESPONDENT OFFICER

FILE NUMBER: 2545009-0173

The attached Internal complaint notification is to be disclosed forthwith to the respondent.

Print the attachment and distribute.

Please respond to me by email indicating time and date of disclosure to the noted respondent. Thank you. Anna

<< File: Notification - Jack.pdf >>
Anna Crawford
Complaints Intake Officer
Classification & Analysis Unit
Professional Standards Bureau
705 329-6067 Telephone
705 329-6069 Fax

59

Ontario
Provincial
Police

Police
provinciale
de l'Ontario



Professional Standards Bureau
Bureau des normes professionnelles

777 Memorial Avenue 777, avenue Memorial
Orillia ON L3V 7V3 Orillia ON L3V 7V3

Tel: (705) 329-6051 Fax: (705) 329-6050

File reference: 2545009-0173

September 23, 2009

MEMORANDUM TO:

Provincial Constable Michael JACK #12690
1100 - PETERBOROUGH COUNTY (CENTRAL REGION)

Re: Notice of Internal Complaint

Date of Incident: Unknown

Date of Complaint: September 11, 2009

Summary of Complaint: It is alleged you have been associating with undesirables.

This is your notification pursuant to subsection 56(7) of the Police Services Act that an internal complaint has been commenced against you. You will be contacted in regard to this matter.

If you have any questions about this matter or the complaint process, please contact this Bureau.

A handwritten signature in cursive script, appearing to read "Chris Newton".

Chris Newton
Staff Sergeant
Manager
Classification & Analysis Unit

cc: Detachment Commander, 1100 - PETERBOROUGH COUNTY



**Professional Standards Bureau
Investigation Report
2545009-0173**

Date of Incident: September 11, 2009

Date of Complaint: September 11, 2009

Investigation Type: Internal Complaint

File No. 2545009-0173

Complainant: Sergeant Major M. Graham
Professional Standards Bureau
Ontario Provincial Police

Respondent: Michael Jack
Provincial Constable #12690
Peterborough County Detachment
Ontario Provincial Police

Investigator: Tym Thompson
Detective Sergeant #7775
Professional Standards Bureau
Ontario Provincial Police

Finding: Association with Undesirables - Unsubstantiated

Summary of Complaint:

Provincial Constable Michael Jack showed members of the Peterborough County Detachment a photograph of himself and several other people. Three of the persons in the photograph are known to police as criminals. Jack queried an OPP surveillance vehicle licence plate which he could not provide an explanation for.

Code of Conduct Allegations:

Discreditable Conduct – Associate with Undesirables

**Professional Standards Bureau
Investigation Report
2545009-0173**

Summary of Witness Statements:

Complainant – Martin Graham:

He was the Sergeant Major that received information about Jack and the photograph.

Witness – Shaun Filman:

He was Jack's coach officer. He observed the photograph and asked Jack about it.

Witness – Jamie Brockley

He was a drug investigator, now assigned to Peterborough County Detachment. He observed the photograph and recognized Edwardes-Evans, Karaj and Tzavaras. He knows these three persons to be undesirables.

Witness – Rob Flindall

He was the Sergeant at Peterborough County Detachment, he gathered the information from Filman and Brockley and alerted his supervisors.

Undesirable Person – George Tzavaras

(Not spoken to in this investigation) He has a criminal record for violence and is believed to be involved in drug trafficking. He worked out at Good Life Fitness Centre in 2003.

Undesirable Person – Elvis Agim Karaj

(Not spoken to in this investigation) He has a criminal record for violence and theft. He is believed to be involved in drug trafficking. He worked out at Good Life Fitness Centre in 2003.

Undesirable Person – David James Edwardes-Evans

(Not spoken to in this investigation) He has a criminal record for theft. He is believed to be involved in drug trafficking and drug importation. He worked out at Good Life Fitness Centre in 2003. He received a rifle scope in the USA and brought it to Canada for Jack.

Summary of Statement of Respondent Officer – Constable Michael Jack:

Jack posed in a photograph with Edwardes-Evans, Karaj and Tzavaras. Jack brought the photograph into the detachment and showed it around.

Referenced Information:

Police Services Act Ont. Reg 23/198 "Code of Conduct" Sec 2 (1)(a)(xi)

**Professional Standards Bureau
Investigation Report
2545009-0173**

Investigation:

On August 25, 2008, Provincial Constable Michael Jack was hired by the Ontario Provincial Police. He was assigned to Peterborough County Detachment as his first posting. Peterborough has been his home for the last ten years. His coach officer was Provincial Constable Shaun Filman.

Shortly after Jack arrived at Peterborough Detachment in January 2009, he met Brockley. Brockley wrote in his duty report that Jack was interested in drugs as a line of police work and told him that he knew Edwardes-Evans, Karaj and Tzavaras from his time at the gym. Jack also said that he had a photograph of them. Jack told Brockley that Edwardes-Evans brought him back a rifle scope from the United States. The next day Jack produced a photograph of himself and Edwardes-Evans, Karaj and Tzavaras at Good Life Fitness Gym in Peterborough. PC Brockley and Filman viewed the photograph. Brockley observed 8-10 people in the photograph and recognized Edwardes-Evans, Karaj and Tzavaras, as well as Jack. Brockley advised Jack that Karaj and Tzavaras were involved in the drug trade. Jack told him that he didn't know what they did, but they always seemed to have a lot of money.

Jack advised Filman that he was unaware until recently that Edwardes-Evans, Karaj and Tzavaras had a known and substantial criminal history. Jack told Filman that he knew them from the gym and it was not a close relationship. Filman wrote in his duty report that "Michael Jack indicated that he had known that David James Edwardes-Evans traveled to the United States on occasion and had gotten him to purchase and return a rifle scope to him. He further explained that due to the fact that the relationship was not a close one it had taken him some time for this to occur and in fact Edwardes-Evans had re-approached him months after the original request to say he could do it on an upcoming trip". Jack told Filman that these people do not know that he is an OPP officer and this may be of benefit in a possible undercover operation.

Filman wrote in his duty report that "Sometime later Michael Jack was assigned to attend court and fingerprint some persons in custody. One of the persons in custody turned out to be Edwardes-Evans. I was present when the fingerprinting took place and I did observe Edwardes-Evans see Michael Jack and have a perplexed look on his face and acknowledge to Michael Jack that he was now a police officer. Edwardes-Evans did not appear to have a close relationship with Michael Jack or have knowledge that he was a police officer".

**Professional Standards Bureau
Investigation Report
2545009-0173**

Brockley wrote in his duty report "I was not concerned nor did I see it necessary at the time to make a notation in my notebook on the photograph". Filman wrote in his duty report "It was my interpretation that Michael Jack had come to associate with these people based on a common interest in body building and a common place to participate in this activity".

On July 31st 2009, Jack queried a licence plate through the Smiths Falls Communication Centre. The plate was registered to ARI Financial which is a company used by the Ontario Provincial Police to disguise vehicles operated by the Ontario Provincial Police. Jack stated that he had no recollection of running the licence plate and made no notes regarding the plate.

Sgt Flindall was advised of the photograph and the licence plate query in relation to Jack. He advised his supervisors.

On September 22nd 2009, Professional Standards reviewed the logger tape for July 31st 2009. The tape revealed that Jack stopped a vehicle on the side of the road, he ran the proper marker. The Communications Centre mistakenly replaced Z with X in the marker and provided the ARI Financial details. It was Jack that identified the ARI Financial vehicle as being the wrong vehicle and asked for the plate to be checked a second time. The dispatcher acknowledged the mistake as hers and provided the proper details.

On October 30th 2009, Detective Sergeant Thompson interviewed Jack in relation to his association with Edwardes-Evans, Karaj and Tzavaras. Jack advised that in 2003 he worked out at Good Life gym for a four month period. It was at this time that he met Edwardes-Evans, Karaj and Tzavaras. He only ever saw Karaj and Tzavaras at the gym and has not seen them since. He did not see Edwardes-Evans for a number of years after 2003.

In July 2008, Jack began seeing Edwardes-Evans at Gold's gym. At the gym, he told a friend that he wanted to buy a rifle scope in the United States, but they would not ship to Canada. Edwardes-Evans overheard this conversation and offered that if Jack had it shipped to Edwardes-Evans brother's place in Arizona, he could bring it back for Jack. They exchanged phone numbers. Edwardes-Evans phoned Jack and said he was going to the States. Jack purchased the rifle scope and had it shipped to Edwardes-Evans brother's residence. Edwardes-Evans picked up the scope, brought it back to Canada and gave it to Jack in the Gold's Gym parking lot in July or August 2008.

Jack turned the photograph over to Professional Standards. The stamp on the back of the picture had an 03 which indicated the photo was developed in 2003. The photo was

**Professional Standards Bureau
Investigation Report
2545009-0173**

of several males at the gym posing for the photo. Jack pointed out Edwardes-Evans, Karaj and Tzavaras as well as a corrections officer in the picture.

Analysis

There is insufficient evidence to support the allegation that Michael Jack is associating with undesirables. The photograph was from 2003, five years before Jack ever became a member of the Ontario Provincial Police. Jack stated in his interview that he has not had any contact with them since becoming a police officer.

The ARI Financial vehicle information was a mistake made by the dispatcher. On the logger tape she was heard saying "10-4, I had an X where the Z is, stand by". It was Jack that pointed out the error to her. Jack did not make any notes of the ARI Financial plate, because he never queried it.

Jack's relationship with Edwardes-Evans, Karaj and Tzavaras was related to the gym and is minimal at best. Since Jack became an Ontario Provincial Police officer he has not associated with Edwardes-Evans, Karaj or Tzavaras.

Conclusion:

The allegation is **unsubstantiated**.

**Tym Thompson
Detective Sergeant #7775
Professional Standards Bureau
Ontario Provincial Police**

Professional Standards Bureau
Bureau des normes professionnelles

777 Memorial Avenue 777, avenue Memorial
Orillia ON L3V 7V3 Orillia ON L3V 7V3

Tel: (705) 329-6051 Fax: (705) 329-6050

File reference: 2545009-0173

November 25, 2009

MEMORANDUM TO:

Provincial Constable Michael JACK #12690
1100 - PETERBOROUGH COUNTY

Re: Internal Complaint 2545009-0173

The investigation into this matter has been completed.

I have reviewed the report and agree with its findings that the complaint is unsubstantiated on the basis of insufficient evidence.

Therefore, on behalf of Commissioner Julian Fantino, it is my decision to take no further action in this matter and our file is closed.

Ken C. Smith
Chief Superintendent
Bureau Commander
Professional Standards Bureau

/gp

c: Detachment Commander, 1100 - PETERBOROUGH COUNTY
Sergeant Major, Professional Standards Bureau, CENTRAL REGION
Regional Commander, CENTRAL REGION