

## Comparison of the handwriting of the word 'REFUSED' across 3 documents.

In my Will-say and in my Analysis of the Respondent's disclosure I have asserted the following:

- My Month 8 Performance Evaluation Report (Exhibit 27) was fabricated by Sgt. Robert Flindall to discredit me as much as possible.
- On September 11, 2009, Sgt. Flindall and PC Filman were on duty while I was off duty (Exhibit 66).
- The evaluation meeting with respect to my Month 8 Performance Evaluation Report never took place.
- My refusal to sign my Month 8 Performance Evaluation Report was falsified.

In light of the Counsel's recent disclosure of my Peterborough County OPP Detachment's personal file on April 3, 2012, I was finally able to compare Sgt. Flindall's handwriting of the word 'REFUSED'. Hence, I assert that it was Sgt. Flindall who falsified my refusal to sign my Month 8 PER (Exhibit 27).

| (July 23, 2009) Negative 233-10 | (August 15, 2009) Negative 233-10 | (September 11, 2009) Month 8 PER |
|---------------------------------|-----------------------------------|----------------------------------|
| <i>REFUSED</i>                  | <i>REFUSED</i>                    | <u><i>REFUSED</i></u>            |

### Negative 233-10, Counsel's additional disclosure (April 3, 2012), Detachment – Personal File:

|                         |               |
|-------------------------|---------------|
| Bureau / Region Central |               |
| Date: 23 July 2009      |               |
| Member JACK, M          | Badge # 12690 |
| Supervisor FLINDALL, R  | Badge # 9740  |

DISCLOSURE DATE:

20 August 2009

DISCLOSED BY:

Sgt. R. FLINDALL

MEMBER'S SIGNATURE

*REFUSED TO SIGN.  
1818 MRS  
20 AUG 09*

**Negative 233-10, Counsel's additional disclosure (April 3, 2012), Detachment – Personal File:**

|                                  |               |
|----------------------------------|---------------|
| Date: 02 August - 15 August 2009 |               |
| Member JACK, M                   | Badge # 12690 |
| Supervisor FLINDALL, R           | Badge # 9740  |

**DISCLOSURE DATE:** 20 August 2009

**DISCLOSED BY:** Sgt. R. FLINDALL

**MEMBER'S SIGNATURE**

REFUSED TO SIGN  
1818 MRS  
20 AUG 09

**Month 8 Performance Evaluation Report (Exhibit 27):**

|   |                 |
|---|-----------------|
| <b>Evaluation Meeting</b>   |                 |
| <input checked="" type="checkbox"/> I have met and discussed my performance with my coach officer or my accountable supervisor.   |                 |
| <input checked="" type="checkbox"/> I have reviewed and discussed with my coach officer or my supervisor, my responsibilities under the policy on Safe Storage and Handling of Firearms.  |                 |
| <input checked="" type="checkbox"/> I have reviewed and discussed with my coach officer, or my supervisor, my performance in relation to my responsibilities under the Professionalism, and Workplace Discrimination and Harassment Prevention policies.  |                 |
| Employee's Comments:  |                 |
| Employee's Signature: REFUSED   | Date:           |
| Coach Officer Comments:<br>During this evaluation period PC JACK was off on rest days for the majority of the evaluation period. This has resulted in a lack of content for this evaluation period. As well due to the fact that the previous evaluation had a number of Work improvement plans and PC JACK was off he has not had a significant opportunity to rectify the identified performance deficiencies.      |                 |
| Coach Officer's Signature (Performance has been observed that supports the rating assigned for each category):  | Date: 11 Sep 09 |
| Accountable Supervisor's Comments (Mandatory):<br>PC JACK has only worked 6 shifts during this last evaluation period due to his vacation leave. A number of the sections in this evaluation have been carried over from his last evaluation. It is expected upon his return to work, that he will actively meet the objectives of his Work Improvement Plans as he continues his probationary period with Platoon D. |                 |
| Accountable Supervisor: SGT. R. FLINDALL  | Date: 11 Sep 09 |
| Accountable Supervisor's Signature:   |                 |