



**Morris & McDaniel**  
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Subject: Morris & McDaniel Entry Level Process

TO WHOM IT MAY CONCERN:

Morris & McDaniel is pleased to offer its unique proprietary process for screening of entry-level candidates seeking admission to the Fort Lauderdale Police training program. The program, in its entirety, consists of a written test combined with an individually administered video-taped structured interview. The process, as uniquely developed by Morris & McDaniel through years of refinement, has been demonstrated through multiple applications in different jurisdictions to provide to the jurisdiction a global assessment of each candidate's potential to meet the demands of the job of law enforcement officer. The process measures an applicant's cognitive abilities in multiple areas known to be vital to the job as well as a number of psychological attributes that are essential to perform effectively under the difficult situations a law enforcement officer will be expected to face.

The Structured Oral Interview is a one-of-a-kind screening tool developed from front to back by the Morris & McDaniel staff, drawing on the company's forty years' experience in law enforcement screening. The procedure, and the information regarding the candidate's potential drawn from the procedure, are exclusively derived from the efforts of Morris & McDaniel and cannot be duplicated by another company without infringing on the legally-protected proprietary efforts of the company, and, when combined with the results drawn from our proven written test, provide a level of information helpful in selecting entry-level officers that cannot be obtained from any other source. While our written entry-level test as developed and already a part of Fort Lauderdale's selection process is an effective tool, there can be no doubt that the enhancements to the selection process brought about by adding our unique Structured Oral Interview process will be substantial, and our capability to gather helpful information from all aspects of the process and properly interpret and combine it into a single reportable result to guide the selection process is available only from Morris & McDaniel.

Best regards,

David M. Morris, Ph. D., J. D., President