

**Background Report**  
**Applicant: Michael JACK**  
**Background Investigator:**  
**Const. Alice Jolicoeur #7454**

**CAUTION**

**Security report not available for  
reviewed by investigator at time of this  
report.**

**11 July 2008**

## BACKGROUND INVESTIGATION

**Applicant:** Michael Jack  
**Address:** 1049 Primrose Lane  
RR#4  
Peterborough, ON  
K9J 6X5  
**Phone:** 705-740-5765  
**File:** 071523  
**Assigned Date:** 03 June 2008  
**Submitted Date:** 11 July 2008

## INTRODUCTION

The applicant has been employed with Trent University from January 2007 to Present as a Course Instructor/Lecturer.

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The applicant's previous employment consists of the following:

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- A) Trent University as a Teaching Assistant, Department of computer Science/Studies from Sept 2004 – May 2006.
- B) Trent University as a Lab Advisor, Department of Computer Science/Studies from Sept 2001 – May 2004.
- C) Burleigh Island Lodge as a Security Officer from June 2004 to Sept 2004.
- D) Trasheteria as a Security Officer from Sept 2004 to Apr 2005.
- E) Burleigh Island Lodge as a Night Clerk from Oct 2004 to Nov 2005.
- F) Burleigh Island Lodge as a Security Officer from Jun 2003 to Sep 2003.
- G) PlanPlus Inc. as a Software Developer and Tester from Apr 2003 to Aug 2003.
- H) Direct Entergy Marketing Limited as a Salesman from May 2001 to Aug 2001.
- I) Intel Electronics Ltd. As a Project Coordinator from Jul 1997 to Sep 2000.
- J) Israeli Merchant Fleet as an Electrical Cadet/Officer from May 1996 to Jul 1997.

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K) Israeli Navy as a Marine Electrician from May 1993 to Apr 1996.

### DOCUMENTATION

All pertinent documentation has been submitted with this report.

Included:

Valid Ontario Driver's Licence: J0052-54407-21216 (expiry 16 December 2012)

Social Insurance Number: 530 393 230

Certificate of Canadian Citizenship: A8862074

Standard First Aid Certificate/C.P.R. – Expiry 21 February 2011.

### EDUCATION

Trent University – Computer Science – B.Sc. Honours/M.Sc Degree

Marine Technological College – “Mevoot Yam”, Mikhmoret, Israel - Marine Electricity and Control – College Diploma

Marine Technological School “ORT Ashhdod”, Ashdod Israel – Marine Electricity and Control – High School Diploma

High School #493, St. Petersburg, Russia – Grade 11

### EMPLOYEMENT REFERENCES

#### Employment Reference #1:

Date: 24 June 2008

Personal Interview by Provincial Constable Alice Jolicoeur #7454

██████████ is a Professor at Trent University. He has instructed the candidate and has been his supervisor. He has known the candidate for seven years.

#### Essential Competencies

**Communication:** “Always.”

“He will express his own views but will always take other people’s opinions into consideration. He always seeks out other people’s opinions. He frequently comes in my office asking me to look things over and give him my opinion/advice. He does like to seek out advice; he does like to make informed decisions. He is one of the most prepared people I’ve known”

**Flexibility:** “Always.”

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"He is certainly open to other people's points of view. He seeks other people's points of view. Whether he agrees or not is different. He is adaptable, and does not shy away from a challenge."

**Change Shifts: "Always."**

"He has stepped in to take over for others. He is very accommodating. If he is not able to do something, he will not make a half effort. He is honest enough to say something."

**Work Overtime: "Always."**

"He has worked many hours. He has taught courses. He has prepared well in advance. He has made use of an online facility for tests and quizzes. He did not have to but he didn't. He is a part time teacher, and still put in the extra time to do so. He also helped another teacher who was over loaded. He keeps himself active, physically and mentally."

**Assume a Shift at Short Notice: "Always."**

"He has stepped in as a lecturer on short notice when a teacher is not here or at a conference."

**Self-Confidence: "Always."**

"He is certainly confident and if he is not he will seek out opinions from others to make the right decisions. He has seen things we have not seen in different countries. He has been to many different countries. Not many things that faze him."

**Strengths and Weaknesses: "Always."**

"Seeks advice and opinions of others. Does quite a bit of reading. He took a course on psychology, outside his regular courses. He takes notes. He has lists of motivational quotes, quotes on business. He is self motivated. English is not his first language. He has an accent but his English is very good."

**Dealing with Diversity: "Always."**

"He always does. He is from Israel/Russia/U.S.A and has dealt with all types of different types of backgrounds and cultures equally well. He is aware of the differences in cultures and mind sets/political systems."


**Slurs or Negative Remarks: "No."**

**Analytical Thinking: Always**

"He will develop plans. He is very goal orientated. He sets out to tackle any problem that may come his way."

**Action to solve job -related problems: "Always."**

**Achievement Orientation: "Always."**

 "He was our top student. He was on the president's honor roll. That is the highest. His average was 92%. That is impressive. I work the students very hard and he works hard. He dives right in there and tries to understand every minutia."



Completion of Tasks: "Always."

\* "If he can't complete it, he'll let you know. He will defer. He has declined money because he could not do it. He is very honest."

Control Emotions in Stressful Situations: "Always."

"He does take constructive action. Can't think of anything to address the first part. He can be hard on himself because he can be quite demanding."

Candidate Loses Temper: "No."

"I've seen him get frustrated. He has seen me get frustrated."

Relationship Building: "Always."

"He has kept in touch with us even though he has graduated. He learned as much as he could about the OPP when he decided to become a police officer. He will put in the time and effort to prepare himself."

General Inquires

Quality and Quantity/Relating with Supervisors and Co-Workers: "Always."

"I've never seen a student in my office as much as Michael. He had a lot of questions. He kept me on my toes. He was very driven. He was keen on teaching."

Dependable Behavior: "Always."

Absenteeism: "No."

Reasons Why Candidate Left his/her Last Employment: "Yes."

"He left Intel in the USA to study in Canada. Trent has a good program for attracting international students. I think they contribute financially. He arrived in the winter of 2001."

Re-Employ/Work with Again: "Yes."

Alcohol: "No."

"I don't think he drinks. If he drinks, he does not drink much. He celebrates."

Drugs: "No."

Involvement with Criminal Activity: "No."

Operating a Company Vehicle: "No."

Driving Habits: "Yes."

"He drives well."

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**Work Ethic: "Yes."**

**Final Comments: "Yes."**

"Michael took on the responsibility of taking care of his kid brother who is 18 years his junior for the past two summers. He speaks Hebrew, English and Russian. He has been in the navy, did merchant marine and got to see a fair bit of the world through that. He has been to different parts of the world, so he is very worldly.

**Investigator's Comments:**

All competencies were met.

No issues or concerns.

**Employment Reference #2:**

**Date: 24 June 2008**

**Personal Interview by Provincial Constable Alice Jolicoeur #7454**

Brian Hircock is a Professor at Trent University. He has instructed and supervised the candidate for two years.

**Essential Competencies**

**Communication: "Almost Always."**

"He is strong minded or he would not be teaching. He listens a lot He would come and see me once a week and discuss the assignments or the material that he had read beyond the material. I've taught 300 to 400 students in the 10 years I've been teaching and Michael is in the top tree. Any of the other professors would probably agree with me. He has a very good work ethic. He goes far beyond what is expected."

**Flexibility: "Always."**

"When teaching a course, he combined my lesson plan and another professor's plan with his own. Readings during the year, Michael would lead the discussions on various ways of looking at the readings. His main role would be to lead the seminar. He is the only student I would have chosen. He is required to have flexibility to listen to the various view points."

**Change Shifts: "Always."**

"Anytime I have asked him to do seminars he has done it. When I have been sick, he has filled in at the last minute in a lecture."

**Work Overtime: "Always."**

"The amount of work he has put into his studies, he worked a lot of overtime without pay. He would find books for back ground reading that I had never even heard of. He did a lot of extra. Put lots of extra hours in a soft wear project to refine the soft wear."

**Assume a Shift at Short Notice: "Always."**

"Takes over lectures when asked on short notice."

**Self-Confidence/Keep his or her composure: "Always."**

"The only time I've seen him aggravated is when we were disagreeing on an academic issue. I've never seen him angry with a student."

**Strengths and Weaknesses: "Always."**

"He recognizes his strengths. The only weakness I see with him is he sometimes over extends himself. Sometimes he over extends himself physically as well. I do see him limping on occasion."

**Dealing with Diversity: "Always."**

"There were diverse members on his soft wear team. He was the team leader. He got into a couple of arguments at the beginning and then they straightened things out and they got a great mark. I get them to write ten page reports on the team dynamics so I got great insight into the team. I was concerned at the beginning because Michael can be so intelligent and hard working. I didn't know how he would manage in a team environment, but he did well."

**Slurs or Negative Remarks: "No."**

**Analytical Thinking: "Always."**

"That is his biggest strength. Coming up with solutions to solve problems. He would keep working on a problem until it was solved. He has a very logical mind. He is a very linear thinker but also has the ability to make leaps in his thinking. He can see the forest and the trees."

**Action To Solve Job - Related Problems: "Always."**

"Any problem that arises, he will solve. He has come to me if he disagrees with a certain approach on a topic or if there is a problem with a student. He makes all the recourses available. asking all the professors for their advice. Autistic student in the class who could have been very disruptive to any teacher, but Michael handled it very well and became friends with the student and said that he had just as many rights as the other students."

*good diversity*

**Achievement Orientation: "Always."**

"Over does the job. As a student, did much more work than was necessary. He is a perfectionist. As a Teaching Assistant, I would assign him tasks and I know they would be done, probably better than I would do it. Once he got a job assigned to him, he was gone to do it on his own."

**Completion of Tasks: "Always."**

"Completes the task."

**Control Emotions in Stressful Situations: "Always."**

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"The only stressful situations I've seen him in are during discussions. We are still friends at the end. We will not always agree on everything that is the nature of what we do. He has never held a grudge. He used to be a bouncer. I am sure he dealt with stressful situations there. I know a guy who used to work with him as a bouncer and had a lot of respect for Michael."

**Candidate Loses Temper: "No."**

"Raised his voice in a discussion only. Never saw him lose his temper with a student. He appears to be very even tempered."

**Relationship Building: "Almost Always."**

"I don't know Michael socially. I think he still stays in contact with under grad students."

**General Inquires**

**Quality and Quantity/Relating with Supervisors and Co-Workers: Always**

"Perfection. When I mark the papers, I always mark his first to see if the answers are right. If his answer differs from mine, I take a close look to make sure my answers are right. In seminars, reading an article was required, but he would read several books on the topic. I would never have any problem with him. He would keep the mark list for me and I had total confidence in him doing this. If students did not attend the seminars, he would check to see if they were still enrolled and if they were he would contact them to see why they were not coming to the seminars. Never heard any of the other professors say anything negative about him. He consults with everyone when teaching a course. He takes the best of everyone's approach, combines them to give the best approach."

**Dependable Behavior: "Always."**

**Absenteeism: No**

**Reasons Why Candidate Left his/her Last Employment: "No."**

"I think he worked at Intel before he worked here. I am not really sure."

**Re-Employ/Work with Again: "Yes."**

"Most definitely. In fact, this summer he is working on some labs for me."

**Alcohol: "Yes."**

"I think he drinks a little vodka once in a while. I think all Russians do. He was a little tipsy during his graduations. I have never seen him drunk around campus or anything. I don't think he drinks a lot."

**Drugs: "No."**

**Involvement with Criminal Activity: "No."**

**Operating a Company Vehicle: "No."**

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**Driving Habits: "No."**

**Work Ethic: "Yes."**

"Most definitely. I'd trust Michael with any task, to the best of his fantastic abilities."

**Final Comments: "Yes."**

"I think he would be ideal. He would get his view point across and would be tolerant. He is a rather unique person. He is the top three of the hundreds of students I've taught. He is the most sociable of the other two. He is an outstanding student and reasonable to talk to. You don't see that very often. He cares about more than the computer. He shows a great interest in what is going on around us."

"Any problem that arises, he will solve. He has come to me if he disagrees with a certain approach on a topic or if there is a problem with a student. He makes all the recourses available, asking all the professors for their advice. Autistic student in the class who could have been very disruptive to any teacher, but Michael handled it very well and became friends with the student and said that he had just as many rights as the other students."

**Investigator's Comments:**

All competencies were met.

No issues or concerns.

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**Employment Reference #3:**

**Date: 24 June 2008**

**Personal Interview by Provincial Constable Alice Jolicoeur #7454**

Richard Hurley is a Professor at Trent University. He has instructed and supervised the candidate for two years.

**Essential Competencies**

**Communication: "Almost Always."**

"He shows concern towards his students in the class. If he did not, he would not be hired again. He must apply every time he teaches a course and he has applied six times and has been successful."

**Flexibility: "Always."**

"Yes he is flexible; you must be flexible to be a successful instructor."

**Change Shifts: "Always."**

"Not been an issue. When he takes a position there is no choice when the course is taught."

**Work Overtime: "Always."**



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"He works a lot of over time to prepare for the courses, but he does not get paid for it."

**Assume a Shift at Short Notice: "Always."**

"He would cover a class on short notice all the time. Never a problem, never a complaint. It was a request, never an order and he never turned me down."

**Self-Confidence/Keep his or her composure: "Always."**

"He does possess a lot of self confidence."

**Strengths and Weaknesses: "Always."**

"When he was an under graduate student or instructor, he would not hesitate to come to me for suggestion and guidance."

**Dealing with Diversity: "Always."**

"He had a lot of international students in his class and there was never a problem or complain, other than he was tough on them for marking."

**Slurs or Negative Remarks: "No."**

**Analytical Thinking: "Always."**

"He is hyper organized. When he knows he is teaching a course, he has everything organized before he begins teaching the course. I.e. tests, assignments, course notes. He spent August last year preparing to teach a course in September to December."

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**Action to solve job-related problems: "Always."**

"As a chair, I have never heard any problems from Michael's class so he must be handling them. Having taught many courses, I know problems crop up."

**Achievement Orientation: "Always."**

"He has always worked beyond the standards. He has always exceeded my expectations."

**Completion of Tasks: "Always."**

"Never had an issue with it, under graduate, graduate, instructor."

**Control Emotions in Stressful Situations: "Always."**

"He always seems to be in control."

**Candidate Loses Temper: "No."**

**Relationship Building: Always**

"We see him socially. He does attend functions i.e.: pool night. He tried to organize a barbeque last year for everyone."

**General Inquires**

**Quality and Quantity/Relating with Supervisors and Co-Workers: "Always."**



Dependable Behavior: "Always."

Absenteeism: "No."

Reasons Why Candidate Left his/her Last Employment: "No."

"He's always been here as far as I know. I met him as an undergraduate student."

Re-Employ/Work with Again: "Yes."

"Even if he started working somewhere else, we would still offer him part time work."

Alcohol: "Yes."

"He does occasionally drink. I have seen him drink socially but that was years ago. Don't now if he still does."

Drugs: "No."

Involvement with Criminal Activity: "No."

Operating a Company Vehicle: "No."

Driving Habits: "No."

Work Ethic: "Yes."

"Utmost integrity."

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Final Comments: "Yes."

"I would feel comfortable if he was one."

Investigator's Comments:

All competencies were met.

No issues or concerns.

### CHARACTER REFERENCES

Character Reference #1

Date: 27 June 2008

Telephone Interview by Provincial Constable Alice Jolicoeur

██████████ is the candidate's landlord.

██████████ has known the candidate for just under 10 years.

Essential Competencies

Communication: "Always."

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"He listens to everything I say. If I mention to him that I am going fishing, he listens to everything I say. He will give me advice on how he fishes and how I could fish. Right now he is fishing with my grandson."

**Flexibility: "Always."**

"He is open all the time to other people's opinions. For example, if I say the best way to finish off that piece of wood is to sand it down and finish it with varnish, away he goes."

**Self-Confidence – "Always."**

"He is number one no problem at all. He does and acts. He knows how to put an exhaust on his car. He asks how to do it and I give him advise and he goes form there no problem. I am a mechanic myself that's why he asks me. He is one of the best tenants I've lived with. My daughter lives with us and she is nothing like he is."

**Strengths and Weaknesses – "Always."**

"If he is weak in something, he will find out with a number of resources. He will not just go to one shop; he will go to three or four shops to get the best one. I hope he stays. He is a very social guy. He is training my grandson how to fish for carp."

**Dealing with Diversity: "Always."**

"Have not been involved with that."

**Slurs or Negative Remarks: "No."**

"Never."

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**Achievement Orientation: "Always."**

"100%. He finishes it off. He just finished a cabinet upstairs. He bought a used cabinet from a neighbor. He sanded it in my garage, measured the glass, put Vera thane on it and completed it. He does not leave a job like I do; he finishes it off right off. He is a crack shot with his gun. He has his gun license."

**Completion of Tasks: "Always."**

"He does not leave it for a week or two. He finishes it and gets it done."

**Control Emotions in Stressful Situations: "Always."**

"Never seen him lose control. We try to aggravate him too but it never works."

**Candidate Loses Temper: "No."**

"I don't know if he has one and I've thrown a few things at him too."

**Relationship Building: "Always."**

"Not too sure about university, but he does keep in contact with me. I don't know what groups he belongs to. He keeps in contact with my neighbors and chit chats with them. The all want him to live with them. I have never seen anyone as clean as he is. Anything that goes wrong, he tells me. I trust him with the whole house. One thing about Michael when he borrows tools, he puts them back."

## General Inquires

### **Appropriately with Persons in Authority: "Yes."**

"Yes. No problem at all. He can relate. He has his own mind of course. He offers suggestions in home maintenance. He painted the whole upstairs. We discussed the changes. If I am working outside, he will come and help me. He helps out with that."

### **Appropriately With Others: "Yes."**

"He can chit chat with the professors and anyone at all, no problem. We've had good parties next door. He does not drink much. He does not smoke. I have offered a beer and he has refused. He may have one or two drinks and that's it. He has the odd vodka and drink once a month if that. He does not but it. Only on special occasions he may have one."

### **Dependable Behavior: "Always."**

"Always. You can rely on him anytime."

### **Alcohol: "Yes."**

"Special occasions that's all. Maybe one."

### **Drugs: "No."**

### **Involvement with Criminal Activity: "No."**

"He's told me about them on the internet, but he does not even want to talk to them. He does not want to get involved with anyone who is nasty. This is when he is on the chat lines. Does not get involved in that. He is as honest as the day is long."

### **Driving Habits: "No."**

### **Infractions/Accidents: "Yes"**

"He was involved in an accident at the bottom of our road. His fender was clipped. It was about two or three years ago. It was a small accident. That is the only one I know. He has had the same car for seven years. It was in the winter because I picked him up and it was icy. We have a long slope going down towards the highway."

### **Work Ethic: "Yes."**

"Yes. 100%."

### **Final Comments: "Yes."**

"Not a thing. He would make a good one."

### **Additional Comments: "Yes."**

"He was selling natural gas for a gas company door to door. He was going to Trent University at the time. My wife organized it. She mentioned to him that we had an apartment or rent and that if he knew anybody at the University who may need an

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apartment. He had a look at it and asked if he could take it. He lived there for quite a few years, the basement, and just moved upstairs in the past two years. He is the best tenant I've ever had. He is very safe, does not smoke. There are no bad words I can say about him. He gets along good with people. He is good with children. He spends time with my 9 year old grandson. He gives him advice. He knows all the safety rules. We bought our grandson a pellet gun and Michael showed him all the safety rules A to Z. He is a good lad. I've enjoyed his company for seven years. I won't find another one like him. He is like a son. I have a boat I let him use and he looks after it."

**Investigator's Comments:**

All competencies were met.

No issues or concerns.

**Character Reference #2**

Date: 08 July 2008

Telephone Interview by Provincial Constable Alice Jolicoeur

[REDACTED] is a retired Professor of Economics and is the candidate's friend.  
Mr. [REDACTED] met the candidate at the gym and has known him between 5-9 years.

**Essential Competencies**

**Communication: "Always."**

"Certainly always listens to me and listens to my point of view."

**Flexibility: "Always."**

"Couple of times he has asked me to do something and when I say no, he is accepting and moves on from there."

**Self-Confidence – "Always."**

"Always kept his composure around me. I know he has done some security work and there has never been an issue as far as I know."

**Strengths and Weaknesses – "Always."**

"He is very clear on what he is good at and what he is not good at and he has no trouble making up with his deficiencies."

**Dealing with Diversity: "Always."**

"Very well. In the weight room there are many people from other countries and he is always talking to them. There was another guy from Russia and they got together and went skeet shooting. I can think of many other people who were from different countries and he got along with them well. I don't know them personally."

**Slurs or Negative Remarks: "No."**

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"He is from a different background himself. He is very conscious of people from different background and cultures being one himself."

**Achievement Orientation: "Always."**

"He is right off the scale in that regard. His academic performance is unbelievable and when he is teaching his presentations are just as absolutely thoroughly prepared. He works exceedingly hard."

**Completion of Tasks: "Always."**

**Control Emotions in Stressful Situations: "Always."**

"I've never seen any great displays of emotions. Always even tempered."

**Candidate Loses Temper: "No."**

**Relationship Building: "Always."**

"We've known him for 7 years and he comes here and we go to see him. He has certainly kept contact with us."

### General Inquires

**Appropriately with Persons in Authority: "Yes."**

"Have not had an opportunity to see. My impression is that he gets along with his faculty members, although I have not seen it myself."

**Appropriately With Others: "Yes."**

"He related well with all the kids and relatives at my house at Christmas. He played video games with my young grandsons and they got along fine."

**Dependable Behavior: "Always."**

"When ever he says he is going to be here he shows up. He is very dependable."

**Alcohol: "Yes."**

"When I went out with hi, he had a beer and he told me that it was the first one he had since he was in Israel which was 9 months earlier. He drinks on special occasions. He is a tea drinker."

**Drugs: "No."**

**Involvement with Criminal Activity: "No."**

"Never."

**Driving Habits: "No."**

"Has the same car since he's come here. I've never seen a dent in it or anything like that."

**Infractions/Accidents: "No"**



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**Work Ethic: "Yes."**

"Absolutely unbelievable work habits."

**Final Comments: "Yes."**

"Very positive about every aspect of Michael. His English is perfect and he reads quite a bit of English. The only concern I have is his accent and the speed at which he speaks is sometimes difficult to understand. Sometimes when he calls and speaks to my wife over the phone, she has some difficulty understanding him. He does know the English very well, better than most native speakers. Especially in light of having to deal with the public."

**Additional Comments: "Yes."**

"I think he is a very fine person and he would be an asset to your organization or to anyone he joined."

**Investigator's Comments:**

All competencies were met.

No issues or concerns.

**Character Reference #3**

Date: 10 July 2008

Telephone Interview by Provincial Constable Alice Jolicoeur

██████████ is the candidate's friend.

██████████ has known the candidate between 5 and 9 years.

**Essential Competencies**

**Communication: "Almost Always."**

"In a serious context he will share his point of view because he has a lot of knowledge and he is quite passionate about what he knows. He is not pompous. If people have contradictory points of view, he can give his point of view and accept the other points of view that don't agree with his."

**Flexibility: "Don't know/Cannot rate"**

**Self-Confidence – "Always."**

"Without a doubt. I don't know of anyone else who would be as confident as Michael in stressful situations."

**Strengths and Weaknesses – "Always."**

"He is willing to reach out and ask in areas where he is not really sure, and he is also willing to do the opposite, meaning he would help someone in the same situation."

**Dealing with Diversity: "Always."**



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"Very well."

**Slurs or Negative Remarks:** "No."

**Achievement Orientation:** "Always."

"I couldn't imagine Mike not doing his very best at anything. If he has a weakness, it would be that because he is very compelled to give 100% at everything." ✕

**Completion of Tasks:** "Always."

"I don't know of any that he has never finished."

**Control Emotions in Stressful Situations:** "Don't know/Can't rate."

**Candidate Loses Temper:** "No."

"I've seen him upset, but not lose his temper. I've seen him upset regarding a past girlfriend and I've seen him upset when he sees other people treat people poorly."

**Relationship Building:** "Always."

"He continues contact with his friends and family back home. Especially with his family. He is very close with his brother."

**General Inquires**

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**Appropriately with Persons in Authority:** "Yes."

"Can't say, I have no doubt that he would, but I have not seen it so I can't give you any examples on that."

**Appropriately With Others:** "Yes."

**Dependable Behavior:** "Yes."

"Without a question."

**Alcohol:** "Yes."

"A little bit. Maybe once a year."

**Drugs:** "No."

**Involvement with Criminal Activity:** "No."

"No at all. I have no knowledge of that at all."

**Driving Habits:** "No."

**Infractions/Accidents:** "No"

**Work Ethic:** "Yes."

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"Beyond anyone else I have ever met. Probably better than anyone in the OPP. It is almost humbling. I thought I was a hard worker until I met him."

**Final Comments: "No."**

**Additional Comments: "Yes."**

"He is an incredibly good person. If anyone deserves a position in the OPP it would be Michael. I could not even say as many good things about my best friend as I could about Michael. He is the perfect person for the position."

**Investigator's Comments:**

All competencies were met.  
No issues or concerns.

### **SCHOOL REFERENCES**

**Employment Reference #1:**

**Date: 23 June 2008**

**Phone Interview by Provincial Constable Alice Jolicoeur #7454**

██████████ is a Professor at Trent University.

██████████ has known the candidate for six years. Candidate's relationship to her has evolved over time from student to employee to loyal friend.

**Communication – "Always."**

"He is the type of person who seeks validation. When he talks to a person, he repeats what they say. He does not assume what they are saying. I saw it in 2002 when he assisted me with my lectures. He would show those kinds of attributes. When a student asked a question, he would repeat the question to ensure he understood what the student was asking."

**Express Thoughts Orally/Writing – "Always."**

"Back in 2004, he did a special project for me. He was doing his masters. It was a research project. He had to present to my business colleagues. He presented very well. Both his verbal and written presentations were beyond our expectations. He is very thorough and has the talent of summarizing details, hitting the high points."

**Flexibility – "Always."**

"I had him work for me in 2007. I had a large soft wear delivery that I needed delivered. I needed someone I could trust. I needed someone to take over. The project changed several times and Michael was able to adapt, meet the demands and come in ahead of schedule."

**Self-Confidence – "Always."**

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"He is a cool head. He was monitoring an exam for me in April 2008 and one of the students was clearly cheating and went to the men's room. I could not follow so Michael followed and took the appropriate actions very calmly. The right actions were taken. He identified the correct student without causing any panic amongst the other students."

**Strengths and Weaknesses – "Always."**

"I had him help me create the exam. He is a very good writer. His English is very good, especially for a techie. My weakness is grammar and spelling. He would go through my exam with a fine tooth comb and find my grammatical errors. He sees if a question is too vague and open for interpretation. His skill is to make the question more precise and more relevant."

**Diversity – "Always."**

"I've had Michael attend my Christmas parties and barbeques and he is able to interact well with professionals, people of different ethnicities. I've seen him talk to people from my church, sports organizations, and professionals. He modifies his behavior."

**Slurs or Negative Remarks – "No."**

**Analytical Thinking – "Always."**

"Great extent. Nobody I know who can do as well as him. He would make an amazing detective. He researched, and is very thorough, does not leave a rock unturned. It is his greatest skill. He will overwhelm people with how much information he can gather quickly. He can summarize it very well."

**Solve School-Related Problems – "Always."**

"He is my teacher assistant. He jumped through hoops to solve problems. One weekend I could not find one exam and he was willing to go to the school to find it. I thought I missed one. He went through 120 exams and found it for me. He also found a cheating student. Michael will find a way to finish a job on time. He knows how things work, from the small to complex and he always assists me and those around him."

**Achievement Orientation – "Always."**

"He has worked hundreds of hours for me. He has donated a good number of hours. I call him to pay him an hourly rate but often he does not accept payment. He always does the work beyond my expectations."

**Complete Tasks – "Always"**

**Extra-Curricula Activities – "Yes."**

"He runs and works out at the gym. He is a Teaching Assistant for me as well."

**Control His Emotions – "Always."**

"Have never seen him out of control."

**Lose His Temper – "No."**

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**Relationship Building – “Always.”**

**Produce Required Quality/Quantity Of Work – “Always.”**

**Relate Appropriately with Teachers/Students – “Always.”**

**Demonstrate Good Work Ethics – “Always.”**

**Lateness/Absenteeism – “No.”**

“He is always early.”

**Drug Use – “No.”**

**Alcohol Use – “Yes.”**

“He will not drink at parties because he has decided he will not drink. I’ve seen him at New Years Eve parties and he controls his liquor very well.”

**Driving Habits – “No.”**

“I have driven with him before and he drives fine.”

**Involvement in Criminal Activity – “No.”**

**Concerns – “No concerns.”**

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**Final Comments – “Yes.”**

“I think he would be an amazing addition to our OPP system. The OPP would benefit from his thoroughness and tenaciousness. He is very dedicated.”



**Investigator’s Comments:**

All competencies were met.

No issues or concerns.

**School Reference #2**

**Date: 24 June 2008**

**Personal Interview by Provincial Constable Alice Jolicoeur #7454**

██████████ is a Professor at Trent University. He has instructed the candidate and has been his supervisor. He has known the candidate for seven years.

See Employment Reference #1.

**School Reference #3:**

**Date: 24 June 2008**

**Personal Interview by Provincial Constable Alice Jolicoeur #7454**

██████████ is a Professor at Trent University. He has instructed and supervised the candidate for two years.

See Employment Reference #2.

**School Reference #4**

**Date: 24 June 2008**

**Personal Interview by Provincial Constable Alice Jolicoeur #7454**

██████████ is a Professor at Trent University. He has instructed and supervised the candidate for two years.

See Employment Reference #3.

**NICHE/CPIC/MTO CHECKS**

To be conducted by Security Section. Not available at the time of this report.

**ACCIDENTS**

The candidate has been involved in one accident in January 2005. The applicant struck another vehicle while making a left turn because of heavy snow conditions and the bright morning sun blinding him. The candidate received a ticket for making an unsafe left turn.

**HOME VISIT**

Date: 24 June 2008

Personal Interview

On the above noted date, the investigator attended the residence of the applicant. The investigator noted that the home was neatly kept.

The applicant rents his home. The applicant's landlord had nothing but praise to describe this applicant. He referred to him as "the best tenant he has ever had" and "he is like a son." The applicant's bank records were found in good order with no concerns.

The applicant was very polite and helpful, offering to carry the writer's computer case upon arrival.

**CONCLUSION**

All of the applicant's employment and character references spoke very highly of him.

The applicant meets all of the essential competencies and general inquires with respect to these interviews.

No racial gender issues were identified.



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The applicant was completely cooperative during the course of this investigation. In fact, the applicant organized all of his references to meet in one place to ensure less travel for the investigator during the interviews.

All the references spoke very highly of the applicant. They described him as exceeding expectations, spoke of his academic excellence and his drive.

The candidate does speak perfect English, better than most native speakers. The only concern raised during background is the candidate does have an accent and can be difficult to understand at the speed at which he speaks. This is easily corrected providing the candidate slows down when speaking.

Contacted the Military in regards to this candidate passing their Level 2 security clearance. Military advised that security checks are the responsibility of an outside federal agency called DPM Security. Investigator contacted DPM Security and spoke to Joe Mochilan. Mr. Mochilan advised that he personally conducted security checks on this candidate Jan 2, 2008. Mochilan advised that the extent of their security checks probably paralleled the security checks done by the Ontario Provincial Police; CPIC, credit history, employment verification, character references, proof of education, and proof of birth.

Candidates from out of country are sometimes ran on the C.S.I.S database. This was not done due to time restraints and fact that the candidate spent enough time in Canada and no problems or concerns were identified during security checks.

Mochilan also noted that we are not privy to security reports, but a copy could be supplied to the candidate upon request by the candidate. Investigator did not obtain a copy of this security report as investigator is satisfied with Mochilan's telephone report.

The investigator has no hesitation in recommending this applicant.

Alice Jolicoeur #7454  
Provincial Constable

July 2008