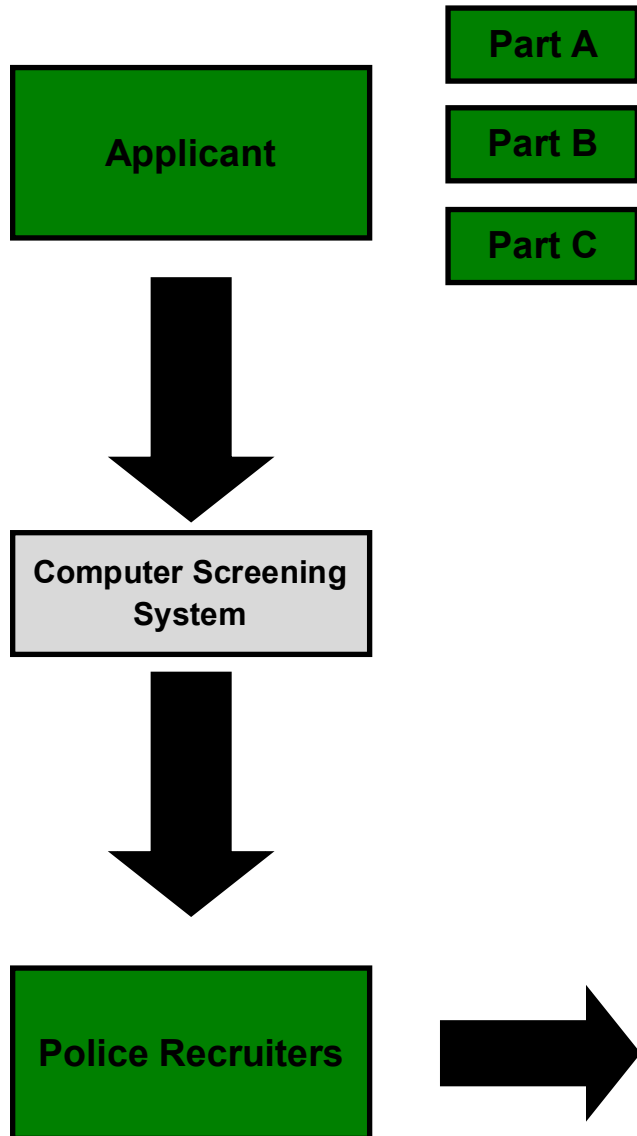




Pre-Hiring Flow Chart

Interaction with new constable selection process
with internal process of police agency.



Step 1

Applicant completes Part A, Part B and Part C. They are then issued an OACP Certificate.

Step 2

Applicant submits application package with Police Service. Included in the package are items from the OACP Certificate which are:

- Fitness Log and Daily Journal(s)
- Medical Examination package

Step 3

Applicant is successfully screened into police internal hiring process.

Step 4

Police Recruiters review applicant file. Police Recruiters then use SIGMA testing database to obtain Part B (cognitive ability assessment) and Part C (personality assessment) results to provide in package.