

EXHIBIT N

ALSTADT

CHANGE

MORAL - BACKSTABBERS

SIDES PICKED IN ELECTION / CUTTHROAT

"THIS OFFICE NEEDS A CLEANING" ^{MEETING} w/ COMMISSIONERS
MINDSET!

NEW / FRESH APPROACH

SURROUND YOURSELF w/ COMMITTED WORKERS

LARRICK -

OCHS -

FRAT -

STEPHENSON - ~~SUBORDINATED~~ WITHOUT PAY - LET IT RIDE?

TALLON - RETIRING

PAUL CLARK ->

TANYA COLBERT -> PERSONAL ISSUES

MCGEEHAN - KNOWLEDGEABLE - CONNECTED THROUGHOUT THE
COMMONWEALTH - NETWORK LIASON

LUPD - Meticulous - HARD WORKING - ORGANIZED 110%
HELDS OTHERS TO THOSE EXPECTATIONS

MURBY - KNOWLEDGE - NOTHING NEGATIVE

YASICK - MAY RELINQUISH POSITION / DOESN'T GET THE WORD ON FIRE

YANLINSKY - SOLD - GOOD TROOP

KUTZKO - RANKS IN POSITION

TIBOLET - HAS DONE HIS JOB / SHOULD HAVE TOLD THE TRUTH

OSCHE - DOES HIS JOB

JIM MCGEEHAN

① CHAIN OF COMMAND — NEEDS ADDRESS

② POLICY MANUAL — NEEDS ADDRESS

BRIEFINGS — WEEKLY?
DAILY?

SECRETARIES — CAUSING PROBLEMS — PHONES / SOCIAL MEDIA

BACKGROUND CHECKS }

RAPPORT W/ CHIEFS & LOCAL PDS

MIDLAND STRIKERS

EQUIPMENT

ALSTADT — BOTTLED DOWN — NEEDS NEW LEADERSHIP

OCHS — WEAK DROPPED THE BALL — GRANTS ETC.

FRAT — TOO MUCH ALID IN HIM

LUPD — SMART MAN / GOOD MAN

HURST — KNOWLEDGABLE — GOOD PEOPLE

YASICK — WORKER GO-GETTER

MONLISKY — GOOD — DOESN'T COME OUT

LARRICK — NO GOOD

PALOMAO —

TALDON — RETIRING

KUTZKO — INTELLIGENT

TIBBLET — THINKING PROBLEM / COMES IN MAKING / SMOOTHERING OF PDS

OSCHE — BULLSHITTER

CLARK — CIRCUMVENTS CHAIN OF COMMAND

BRIDEMER — POLITICAL

KAYLA STEPHENSON

TITOMAS OCINS

ATMOSPHERE - SHAKY AT BEST

23 YEARS

- MORALE LOW

SOME GUYS SHOULDN'T BE WORKING IN CERTAIN AREAS

FLAT RUDE - POWER TRIP

INTERPERSONAL SKILLS

CONSISTENT IN SUPERVISION → CHAIN OF COMMAND

LET YOUR PEOPLE DO THEIR JOB / LET SUPERVISORS SUPERVISOR

GUY ARE SELECTIVELY TAKEN CARE OF

MICROMANAGEMENT

REVAMP HIRING PROCEDURES →

PERSONAL CONDUCT

SHERIFF DAVID VS NANCY WELLS → THING WENT OFF THE TRACKS

ALBERT - I WOULD FOLLOW JAY ANYWHERE

GOOD SUPERVISOR - EVEN AFTER A PERSON

BEEN HOLDING THE DEPARTMENT TOGETHER

MCGRETTAN - GOOD GUY - VERY KNOWLEDGABLE - GOOD MORA

KNOWS HIS JOB GRUFF W/ PUBLIC

FRATANGOLI - NOTHING GOOD TO SAY - RELATIONSHIP W/ DAVID

IGNORANT / LAZY - SHOULDN'T BE PART OF A

MANAGEMENT TEAM "DO AS I AM NOT AS I DO"

ALWAYS TRYING TO GET SOMETHING OVER

LUAD - GOOD GUY - KNOWS HIS JOB WILL DO IT TO THE BEST OF

HIS ABILITIES - MOODY BUT AN ASSET

HESST - GOOD RELATIONSHIP / KNOWLEDGABLE / INTUITIVE

LOSS OF CONTROL W/ PUBLIC SPEAKS HIS MIND REFLECTS FEELINGS

ASSET

TALON - GOOD FRIEND - IN LEADINGS - KNOWLEDGE / EXPERIENCE
 KNOWS THE RIGHT THING TO DO ✓ AND TEMPER
 GETS THE BETTER OF HIM

MASKK - ANY DEPARTMENT WOULD BE LUCKY TO HAVE HIM
 SMART / RESPONSIBLE / RELIABLE ✓ TEMPER ~

MONLISKY - GOOD GUY TOP NOTCH / SETS GOOD EXAMPLE
 CAN TALK TO YOU OR ADDRESS THING OTHER WAYS
 CRED DEG MANAGER

KUTZKO - A LOT LIKE JIM - NOTHING BAD TO SAY
 ASSET ANYWHERE

TRIOLET - DON'T LIKE HIM / OVERBEMING / GREASY
 NO PRIOR EXPERIENCE IN LG. / UNPROFESSIONAL
 NO FORMAL EDUCATION - SHOULDN'T BE IN LG.
 DRINKING PROBLEM / SENT HOME AT LEAST ONCE FOR ODOR
 OF ALCOHOL

BSCHE - WENT THROUGH IZU TOGETHER / SMART / DEDICATED
 HARD WORKER / GOOD PERSON / TOOK HIS OWN WORK

LARRICK - LIES CONSTANTLY / ABUSER OF HIS TIME
 DOESN'T WANT TO WORK / STAY IN IT AS LONG

HUNTER - STELLAR / STAYING CALM / CLEAR THINKER / DEDICATED

CHAPES - BEST / SMART / FORTHLESS

MATZIS - INTELLIGENT / DEDICATED / HAS ALL THE TOOLS

WHITHEAD - EXTENSIVE MILITARY BACKGROUND / PUT HIM ANYWHERE

CUMBERBIDGE - " " " " " " / DEDICATED

KORZOVICH - GOOD GUY BUT A LITTLE REGRESSIVE

JOHN FEATANGELI

COMMAND STAFF - 20+ YEARS - NO RESPECT FOR
COMMAND STAFF | DEPUTIES BYPASS CHAIN OF COMM
NO CHAIN OF COMMAND !

SURROUND YOURSELF WITH LOYAL PEOPLE | TRUST | INTIMIDATE
I'LL BE 100% LOYAL TO YOU AND THE OFFICE

I WOULD PROMOTE SOME SGTs.

I NEVER THREW MY WEIGHT AROUND

CARRY QUINN
INCIDENT
THREW MY WEIGHT
AROUND

ALSTADT - GOOD - KNOWS WHAT HE'S DOING | NEEDS TO BE
A LITTLE NARDER ON SOME PEOPLE

MCGEEHAN - DOESN'T DO ANYTHING - NOT STRAIGHT -
~~FEAR~~

OCHS - I'D GET RID OF HIM

LUPO - NEEDS HIS WINGS CUTTED -> DEATH
KNOWS HIS JOB

HURST - KNOWS HIS JOB | PLAYS BOTH SIDES

TROTT - ALL RIGHT | BEEN HERE FOR YEARS

YASICK - GOOD | STAYS OUT OF LIGHT

NONLUKY - RATH GOOD

KUTZKO - RARE GOOD

TROTT - NOT GOOD | LYING

OSKIE - KNOWS HIS STUFF | PLAYS BOTH SIDES

CLARK - NO FUCKING GOOD | INITIALLY HIT IT OFF | SUPPORTED ^{WARRANTS} KASS

MANGEBIS - 15 YRS PART-TIME W/WHY? | LATE

LARRICK - NO FUCKING GOOD | UNTRUSTWORTHY | ^{GEESSE MADE HIM A SGT} ^{OR COMES TO WORK} ^{PROMOTE} ^{HIM}

STENSON - I LIKE HIM | GIVE HIM IT TRYING TO MAKE HIM | IF IT'S TRUE FUK A
HER / I DON'T THINK IS TRUE

MATTHEW - GREAT

DEWIZONICH - KNOWS WHAT HE'S DOING / A LITTLE HOT HEADED

COSTANZA - WORKS / IMPRESSED

BUCCILLI - GOOD AT THE WARRANT STUFF

SHANE - KNOWS HIS SHIT / BESIDES POLITICAL STUFF

MOST OF THE PART TIMES PRETTY GOOD

WHITHEAD - WORKS / ALL RIGHT / STAY OUT OF POLITICAL

RED FORD - IN SCHOOLS

HUNTER - EXCELLENT

CHIMPES - GOOD

PALOMAS - ?

GEORGIE GETS A CALL FROM HEAD OF SECURITY

AT F.R. " SEND SOMEONE UP TO SEE IF HE HAS A GUN

ON HIM " LARRY NICKS IS UP HERE AGAIN. PRIOR INCIDENT

KNEW HE HAD HIS GUN PERMIT REMOVED. TOOK GUN .22

OFF OF HIM. ARRESTED HIM. TOLD GUY IN SECURITY OFFICE

TO GET ME STATEMENTS. COME BACK START TYPING

THINGS UP. I PUT DOWN I SPOKE TO A NURSE. I AIN'T.

SAW I HAD MADE MISTAKES. SHOWED JAY. I WOULD

AMEND IT.

ASK MELISSA & COSTANZA ABOUT LARRY NICKS

THIS FAG IS DOING ALL THIS.

LUPA

GETS NO HELP ON DAYLIGHT

ACCOUNTABILITY

PARTY

BUILDING SECURITY

TRAINING

EQUIPMENT

YONKISKY

K-9 SINCE 90 — STARTED IN 92

IM ASKED ME TO BE SGT.

ADMINISTRATIVE STUFF

EFFICIENCY — WARRANT | CIVIL | PATROL | COURTROOMS | DOOR
DIVISIONS



HURST

ORGANIZATION

PROFESSIONALISM NOT PATRIOTISM

CHAIN OF COMMAND

DISCIPLINE AND FAIRNESS

* MANDATE

COMMUNITY RELATIONS

3-11 SHIFT - NEED MORE PEOPLE

~~ABLE~~ TRAINING

SEPARATE ISSUE
TALK TO DEAN
"MOONLIGHTING"

YASICR

3-11 SGT.

JUST 2 CMB WORKING NOW

NEEDS STRUCTURE / REPORTS

TEAMWORK

CHAIN OF COMMAND | FAVORITISM | ACCOUNTABLE

FIELD TRAINING OFFICER

TRAINING

KUTZKO

DISCIPLINE / TRAINING

TIBOLET

CAR GUY - MM. PASSION

CPL. IN MARINE CORPS

FORMER TRAINING OFFICER

CHAIN OF COMMAND / DISCIPLINE / RESPECT

LACK OF SCREENING FOR HIRING DECISIONS

STEWART - MILITARY BACKGROUND

FOLLOWING ORDERS / MISSION

WEAKNESS - LENIENT / UNION PRESIDENT

23 1/2 YEARS ONE DISCIPLINE (ACCIDENT) IS YEARS TOO

RIGHT PEOPLE IN COMMAND

O'SCONE

LACK OF LEADERSHIP

WRONG PEOPLE IN WRONG POSITIONS

PALOMBO

IMMATUREITY / MISSING
LACK OF MANAGEMENT

Bocchilli

WARRANTS WAS 3,000 BEFORE DA/LS

DOWN TO ABOUT 1,500 NOW

NO SHIELD AVAILABLE

LIASION WITH DA'S OFFICE

NO TRAINING NO PASS BOOK BETWEEN SHIFTS

MANPOWER - THERE BUT NOT BEING USED PROPERLY

DESK SGT. NOT RELATING w/ OTHER AGENCIES

MATZIG IS DOING A GOOD JOB CHAPES TOO

LARRICK

COMMISSIONS SECURITY / COUNTY SAFETY ISSUES

ASSESSMENT OF COUNTDOWN - A COMMISSIONERS SHOT IT DOWN

MAGNETOMETERS NEEDED INSPECTED / TRAINING LOGS /

GPD /

"SOMETIMES I CARE TOO MUCH"

HUNTER

TOO MUCH "I" & "ME" NOT ENOUGH "US" & "WE"

FAVORITISM

CHECK THE EGO AT THE DOOR

SCHEDULING UNTRAINED GUYS

CHAPES

NO CHAIN OF COMMAND

DESK OPERATIONS EVERY OTHER WEEK

IF SOME OFFICERS WANT WORK W/ OTHERS

CREWS - DIFFERENT

ACCOUNTABILITY / FAVORITISM /

ADDRESS INDIVIDUAL DISCRETIONS NOT A/S/O'S

Brown

RESPONSIBILITY & ACCOUNTABILITY

STRUCTURE

MY COMMENT/INTERPRETATION → ALSTADT SHOULD NOT BE
IN CHAIN OF COMMAND OF OSCHER/SHANE

MATZIE

OPERATIONS DESK - WILLING TO CONTINUE

MORALE / CUES / TRAINING

PART TIMERS STUCK ON DOORS

ACCOUNTABILITY / RESPONSIBILITY

4602

WHITEHEAD

* TRAINING IS LACKING (PAUL) WAS TRAINING OFFICERS

DOUG/HAMILTON/RUTZKO - TRAINERS

TEAM PLAYER - MISSION MORE IMPORTANT THAN MAN

CHAIN OF COMMAND - THERE IS NONE'S

NEEDS TO BE RUN BY THE S&P

NO FAIRNESS IN DEALING WITH PERSONNEL

MAINTENANCE LOGS FOR VEHICLES

COSTANZA

TASERS / MOTORCYCLE

TEAM - WORK TOGETHER / TRAIN TOGETHER

CALL OFFS

GET RID OF THE CANCELS

SHOULD HAVE AT LEAST 2 GUNS / SHIFT



PENFERN

WORKED OPERATIONS DESK 3 YRS.

PERSONNEL NOT BEING TRAINED - LIMITING THE
ABILITY OF THE DESK SGT. TO MOVE PEOPLE
AROUND

MORAL ISSUE - SUPPOSED TO BE HELD TO A
HIGHER STANDARD - PROFESSIONAL

NEED CONSISTENCY /

FALCITISM - PEOPLE RUN RIGHT THE CHIEF

I DON'T KNOW

SHANE

STRATEGIC LEADERSHIP MASTERS

HURED UNDER POLICARO

SIMILAR UNDER DAVID FIRST 2 YEARS

PROMOTED TO LIEUTENANT

COUNTY DID JOB TEST ANALYSIS

CHECK W/HUMAN RESOURCES FOR JOB DESCRIPTIONS

TRAINING ENDED WHEN GEORGE CAME IN

NO LEADERSHIP

NO RAMIFICATIONS | CONSEQUENCES

ACCOUNTABILITY | RESPONSIBILITY

12/18/2015 DETAILS

INSTRUCTOR DEVELOPMENT >

OGRIZOVICH

BATCHLOR'S DEGREE (CRIMINAL JUSTICE) GANNON UNIV.

SERIAL LOCAL DEPTS.

ADULTICAL ISSUES AT HOPKINS P.D.

FAIRNESS - TREAT EVERYONE THE SAME

BIALIK

HANNA

TRAINING - BUDGET - EQUIPMENT / VEHICLES

SCHEDULING - FAVORITISM

CONSISTENCY IN DISCIPLINE & ENFORCING THE RULES

NOT PICKING

MONTANI

CUMMINGS

POLICE GEORGES COUNTY

BACK TO AR CO. - POLICE ACADEMY

IF SOMETHING NEEDS DONE JUST GO DO IT.

CHAIN OF COMMAND DOESN'T EXIST

EMPLOYEES TRYING TO BYPASS SECURITY

UNIFORMITY

TRAINING - FTO

MISSION / VISION STATEMENT

BREDEMETER

LACK OF TRAINING | QUALS - FLYING TRIPS

EQUIPMENT - TASERS VS ASP VS SPEAR - CLASSES

BE ABLE TO FUL YOUR GUN | ^{VEHICLE} EQUIPMENT | KEYS

TIGHTEN UP BUILDING SECURITY!

HIRING PROCESS | RETIREMENT LOSS

CLARK

ATTITUDE - DIDN'T RAN ON BEING A PART-TIMER

THIS LONG. BEEN ON THE TOP OF THE MOUNTAIN

POKORNY INVESTIGATION - "WE HIT THE HOUSE"

NO ACCOUNTABILITY

TREATED THE SAME ACCROSS THE BOARD

NO CHAIN OF COMMAND

MOORALE

WHEN I HAD AN ISSUE I WOULD GO TO JAY

NOT TRUE

LEAD BY EXAMPLE / CIVIL SERVICE TESTING /

CHANGE THE CULTURE

TRAINING -

I DON'T BRAG -> BECAUSE I DON'T HAVE TO

MEAN MISSING

HAMILTON

HAD DREAM JOB - FAMILY!

CHAIN OF COMMAND → NON-EXISTENT - CIRCUMVENTED

ACCOUNTABILITY

DISCIPLINARIAN - BAD BEHAVIOR IS ALLOWED TO CONTINUE

YOU NEED A "HAMMER"

CORE GROUP... MORE GOOD THAN BAD

NEED A CHANGE IN HIERARCHY

RAPKO

PEOPLE SKIRT THE CHAIN OF COMMAND

NO DIC ON SHIFTS

NEED 2 GUNS ON NIGHT SHIFT

PEOPLE NEED TO BE RECOGNIZED FOR GOOD THINGS

JAN'S OFFICE SHOULDN'T BE WITH THE OPERATION

TO MUCH SOCIALIZING

MANDATE SITTING AROUND WHEN MUNICIPALITIES

COULD USE SOME HELP

SKILLS

LACK OF RESPECT

TRAINING - FTO

ACTIVE SHOOTER / EAC PLAN / DRILLS

CHAIN OF COMMAND

RAMANA

CHIEF - STARTS & ENDS WITH

NO END AROUND

SUPERVISORS - SHOULDN'T BE IN THOSE POSITIONS

MONTHLY / WEEKLY REPORTS - GRANTS / BUDGET

PUBLISH REPORTS / DATA

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BRANNETTI

HIRING UNQUALIFIED PEOPLE

TRAINING

WEEKEND SHIFTS - BY YOURSELF

DEAD WEIGHT

Kelly

TRAINING —

SNARE PIT | ~~12/16~~

SMITH

TRAINING - ACTIVE SHOOTER TRAINING

RANGE TIME

EQUIPMENT / UPGRADE WEAPONS / TASSES / LONG GUNS

BUILDING SECURITY / SIDE DOORS / POLICY LETTER TO DEPARTMENTS

REPORT WRITING

VEHICLE MAINTENANCE (POLICY)

FAIR / EQUAL TREATMENT OF PERSONNEL

DEPUTIES SHOULD BE INTERCHANGEABLE

CITIZEN TO MAKE SURE WARRANTS ARE ACTIVE

LOGGING EVIDENCE PROPERLY

HIMES

JUST GOT HIRED BRIGHTON TWP.

TRAINING / SCHOOLS / FTO / ACTIVE SHOOTER

EQUIPMENT / TASERS / BALLISTIC SHIELD / PISTOLS

SQUAD SHOTGUNS / DASH CARS

FAVORITISM!

KUHLE

HASN'T HAD FLYING TRIPS | WARRANT TEAM
GAME OF SURVIVOR / ALLIANCES / BACKSTABBING
FTO / TRAINING
BACK TO BASICS

URSLDA

LACK OF TRAINING - FIREARMS

DOORS / CENTRAL COURT / JUVENILES TO JEFFERSON

COURTHOUSE EMPLOYEES FEEL ENTITLED

COURTHOUSE SECURITY

FIREARMS SIGNS OUTSIDE BLDG.

DESIMONS

STOWS SINCE JUNE

TRAINING -

ACTIVE SHOOTER | EMERGENCY RESPONSE | LOCKDOWN SYSTEM

PUBLIC ADDRESS SYSTEM - COMM EQUIP | PANIC BUTTON

AT DOORS | BACK DOOR S/WAL | 3RD DEPUTY AT DOOR

SHOT DOWN FOR BUILDING VENTILATION (OC SPRAY?) |

POLICY ON ASSAULTS | RADIO COMS W/ STATE POLICE

ALWAYS MAG LOCK DOORS | SECURE PARKING

LESKO

DRUG TESTING

NOT RETAINED

~~LOPE~~
~~SUB~~

- ✓ OCHS
- ✓ TIBALET
- ✓ STENSON
- ✓ FRATANGOLI
- ✓ LARRICK
- ✓ CLARK
- ✓ KUHNER

~~LUPO (SWIC/TRAINING (MAY))~~

HURST

YASIC (DOES HE WANT TO BS)

KUTZKO

HUNTER

CHAPES

MATZIG

~~BAMANA~~

① MANGORIE

⑧ BRANCHETTI

② HANNA

3/4 MONTANI

CUMBERLENDS

⑦ BREDSMIR

⑥ RAPILO

⑤ SMULLS

MARGERIE

SECURITY @ MED CENTER

16 YEARS PT @ SHERIFF'S OFFICE

GUN PERMITS | BOOKING CENTER | JUVENILE DETAILS

RULES NOT APPLIED UNIVERSALLY

TRAINING - NEW PEOPLE / FTO PROGRAM ~ MANPOWER ISSUES

STAFFING FT VS PT

POLICY & PROCEDURE

LANDMAN

PUNISHMENT IS INDISCRIMINATE

SECURITY ISSUES w/ you - PUBLIC MINGLES WITH INMATES

IMMEDIATE LOCKDOWN AT HSB / NO RADIO COVERAGE

SUPERVISORS WITHOUT PROFESSIONALISM