

# California Psychological Inventory (434)

## Police and Public Safety Selection Report©

### Anger, Problems (7779)

27 year old Caucasian male

Tested on Friday, January 18, 2002

Applying for the position of Police Officer, Deputy, Trooper

Highest level of education: Bachelors degree

Employment experience in public safety field: No response

Previous psychological testing: Once

### General CPI Results

Type .....	<b>Gamma</b>
% of applicants with this type .....	8%
Level .....	Level: 7
% of applicants at this level or lower (based on v.3) .....	79%
Selection Relevant CPI Items	
Number of Selection Relevant items endorsed atypically* ..	9
% of applicants endorsing this many items or more .....	24%
Number of unanswered items .....	None

\* These items should be treated as topics of further inquiry.

### Profile Validity Indicators

CPI Scales	T	Percentile
GI	54	7
Cm	61	100
Validity Indices:	Raw	Percentile
Fake Good	52	6
Fake Bad	47	7
Random	54	18

### Job Suitability Snapshot

Probability of being rated a 'poorly suited' applicant by psychologists with expertise in public safety screening <sup>a</sup> .....	42%	Percentile 82
Probability of involuntary departure <sup>b</sup> .....	13%	63
Probability of having background problems related to <sup>c</sup> .....		
<b>Job performance</b>	59%	<b>91</b>
Integrity	37%	75
Anger management	57%	86
Alcohol use concerns	23%	77
Illegal drug use	20%	83
Substance abuse proclivity	44%	79

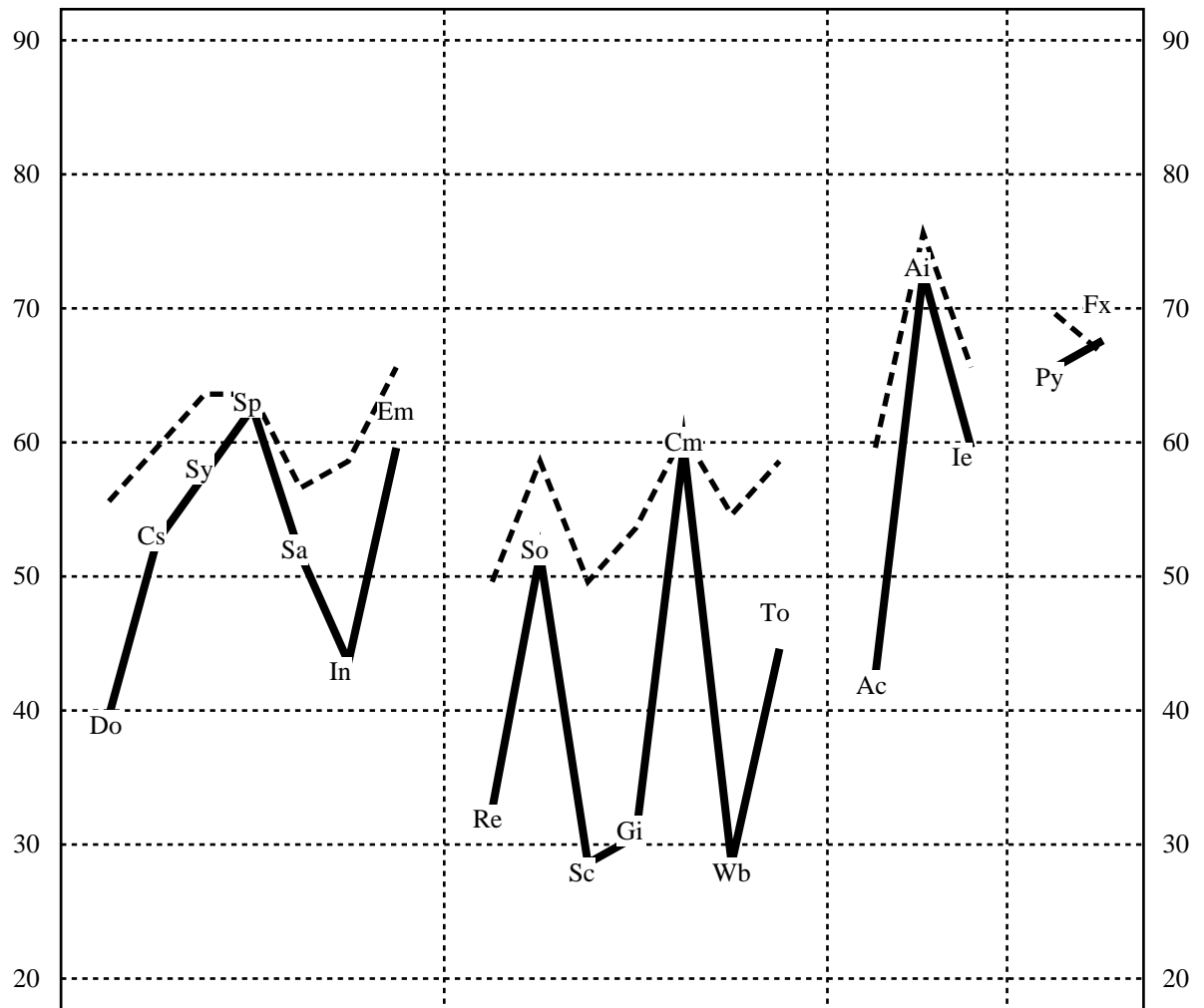
#### Notes:

- When formulating a selection recommendation, each of the probability estimates listed above should be considered along with other data sources, such as an interview, a background check, and a polygraph.
- The formulas used to estimate the probabilities listed above were based on the following samples: (a) 23,580 public safety applicants, (b) 3,390 police officers, and (c) 37,700 public safety applicants.
- In the Profile Validity Indicators section, the T scores for the Gi and Cm scales are non-gendered and based on a sample of 6,000 cases in the CPI community sample. The percentiles are based on a comparison sample of 40,814 applying for the position of police officer/deputy/trooper. For the Gi Scale, very high percentiles are undesirable; percentiles of 90% or more are boldfaced. For the Cm scale, very low scores are undesirable; percentiles of 10% or less, are boldfaced. For the Validity Indices, the raw scores are non-gendered and based on a sample of 2,000 cases in a CPI community sample. Raw scores that exceed the thresholds specified in the CPI manual are boldfaced. Percentile values -- which are based on a comparison sample of 40,814 applying for the position of police officer/deputy/trooper -- are not boldfaced, even if they equal or exceed 90%.

## Comparison Profile #1

### Incumbent and Community Norms

The test taker's Incumbent T scores (shown below as a solid line) were computed using norms based on the pre-employment scores of a sample of 10,680 police officers/deputies/troopers, who successfully completed at least one year of employment. The test taker's Community T scores (shown below as a dotted line) were computed using non-gendered norms based on a sample of 6,000 members of the general community.



Legend: — police officer/deputy/trooper    - - - - general community

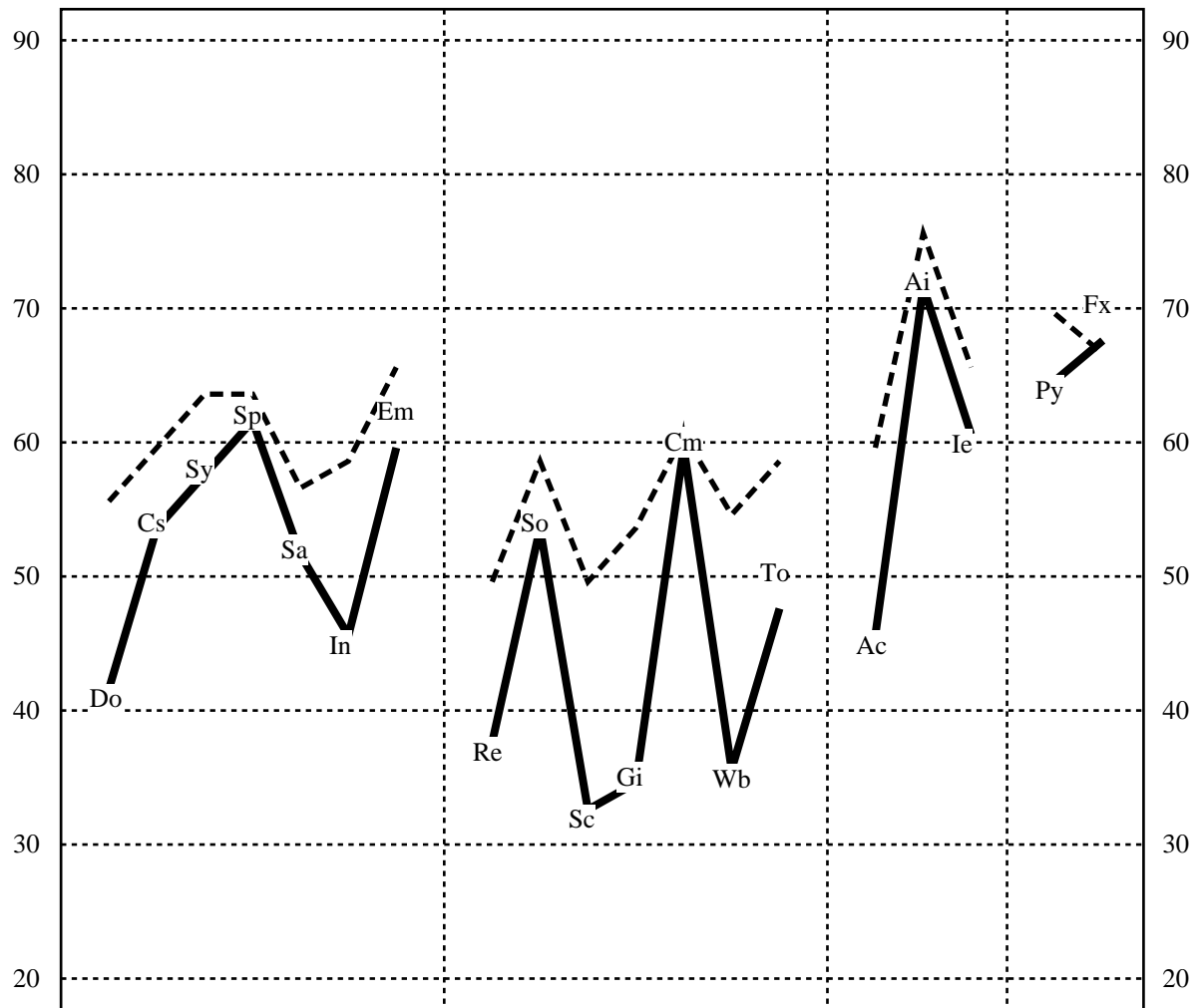
	Do	Cs	Sy	Sp	Sa	In	Em	Re	So	Sc	Gi	Cm	Wb	To	Ac	Ai	Ie	Py	Fx
Raw scores	23	20	27	31	19	19	27	25	36	20	20	38	32	24	31	35	37	22	20
Community T	56	60	64	64	57	59	66	50	59	50	54	61	55	59	60	76	66	70	67
Incumbent T	40	53	58	63	52	44	60	33	52	29	31	60	29	45	43	73	60	66	68
*Incumbent %tile	20	71	84	93	64	32	88	7	60	4	4	100	4	30	27	100	92	97	97

\* For each scale, the percentile value indicates where the test taker's scale score falls, on a percentage basis, along the distribution of scale scores for the Incumbent norm sample. For all of the scales except the Gi scale, very low scores are undesirable. Percentiles of 10% or less (indicating that only 10% of the Incumbent norm sample have scores as low or lower than the test taker) are boldfaced. For the Gi scale, very high scores are undesirable. Percentiles of 90% or more (indicating that only 10% of the Incumbent norm sample have scores as high or higher than the test taker) are boldfaced.

## Comparison Profile #2

### Applicant and Community Norms

The test taker's Applicant T scores (shown below as a solid line) were computed using norms based on a sample of 40,814 applicants applying for the positions of police officer/deputy/trooper. The test taker's Community T scores (shown below as a dotted line) were computed using non-gendered norms based on a sample of 6,000 members of the general community.



Legend: — police officer/deputy/trooper    - - - - general community

	Do	Cs	Sy	Sp	Sa	In	Em	Re	So	Sc	Gi	Cm	Wb	To	Ac	Ai	Ie	Py	Fx
Raw scores	23	20	27	31	19	19	27	25	36	20	20	38	32	24	31	35	37	22	20
Community T	56	60	64	64	57	59	66	50	59	50	54	61	55	59	60	76	66	70	67
Applicant T	42	54	58	62	52	46	60	38	54	33	35	60	36	48	46	72	61	65	68
*Applicant %tile	23	73	84	92	63	36	88	14	69	<b>7</b>	7	100	<b>9</b>	38	36	100	93	97	97

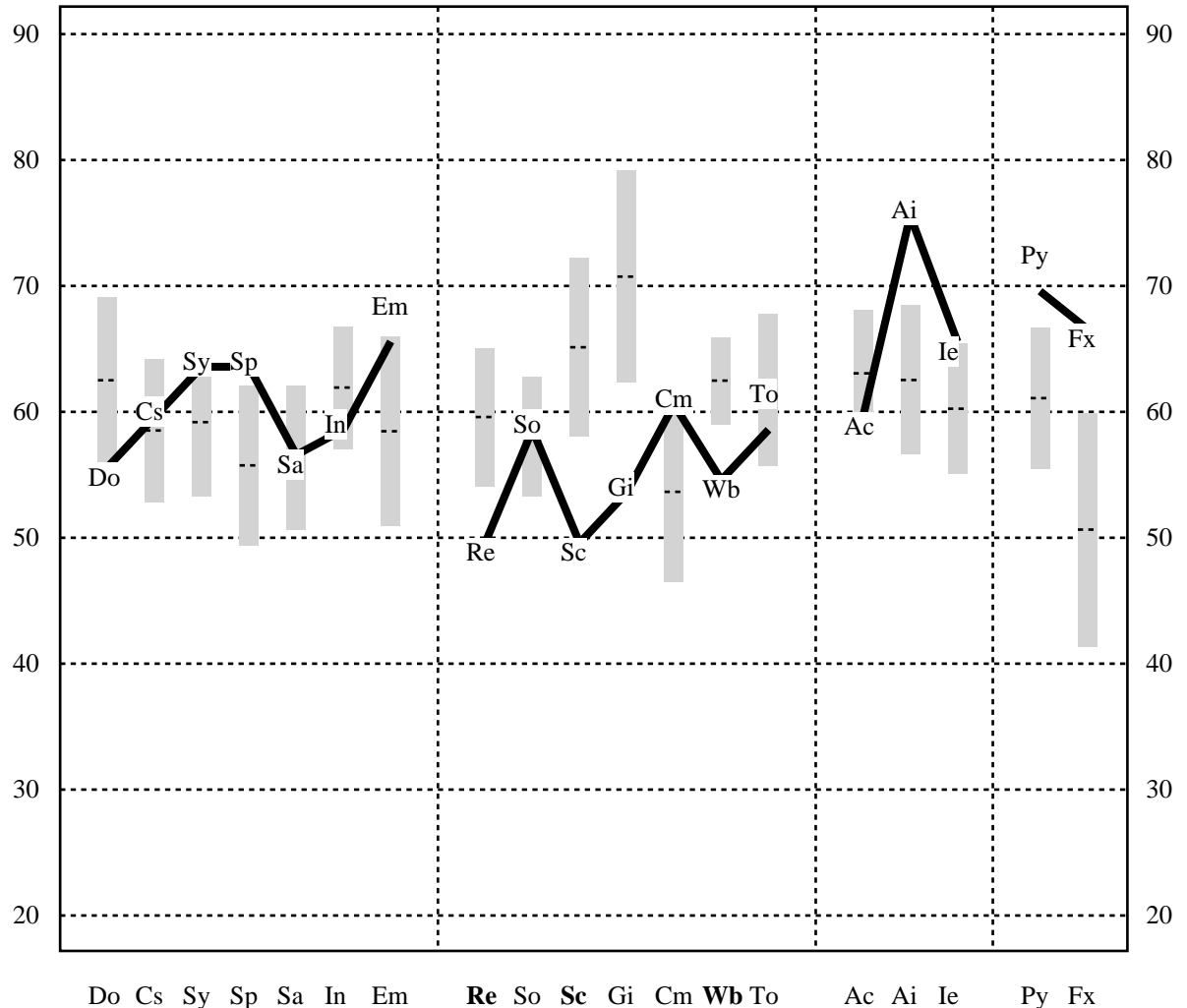
\* For each scale, the percentile value indicates where the test taker's scale score falls, on a percentage basis, along the distribution of scale scores for the Applicant norm sample. For all of the scales except the Gi scale, *very low* scores are undesirable. Percentiles of 10% or less (indicating that only 10% of the Applicant norm sample have scores as low or lower than the test taker) are boldfaced. For the Gi scale, *very high* scores are undesirable. Percentiles of 90% or more (indicating that only 10% of the Applicant norm sample have scores as high or higher than the test taker) are boldfaced.

## Comparison Profile #3

### Community Norms & Incumbent Comparison Sample

The test taker's Community T scores (shown below as a solid line) were computed using norms based on the scores of a sample of 6,000 members of the general community.

The profile below compares the test-taker's Community T scores with the pre-employment Community T scores of the Incumbent Comparison Sample. (The Incumbent Comparison Sample consists of 10,680 police officers/deputies/troopers, who successfully completed at least one year of employment.) The shaded vertical bars on the profile show the mean Community T scores for the Applicant Comparison sample, plus and minus one standard deviation.



#### Test Taker Data

Raw Score	23	20	27	31	19	19	27	25	36	20	20	38	32	24	31	35	37	22	20
T Score	56	60	64	64	57	59	66	50	59	50	54	61	55	59	60	76	66	70	67
*Percentile	20	71	84	93	64	32	88	7	60	4	4	100	4	30	27	100	92	97	97

#### Comparison Sample Data

Mean T Score	63	59	59	56	56	62	58	60	58	65	71	54	62	62	63	63	60	61	51
Standard Dev	7	6	6	6	6	5	8	5	5	7	8	7	3	6	5	6	5	6	9

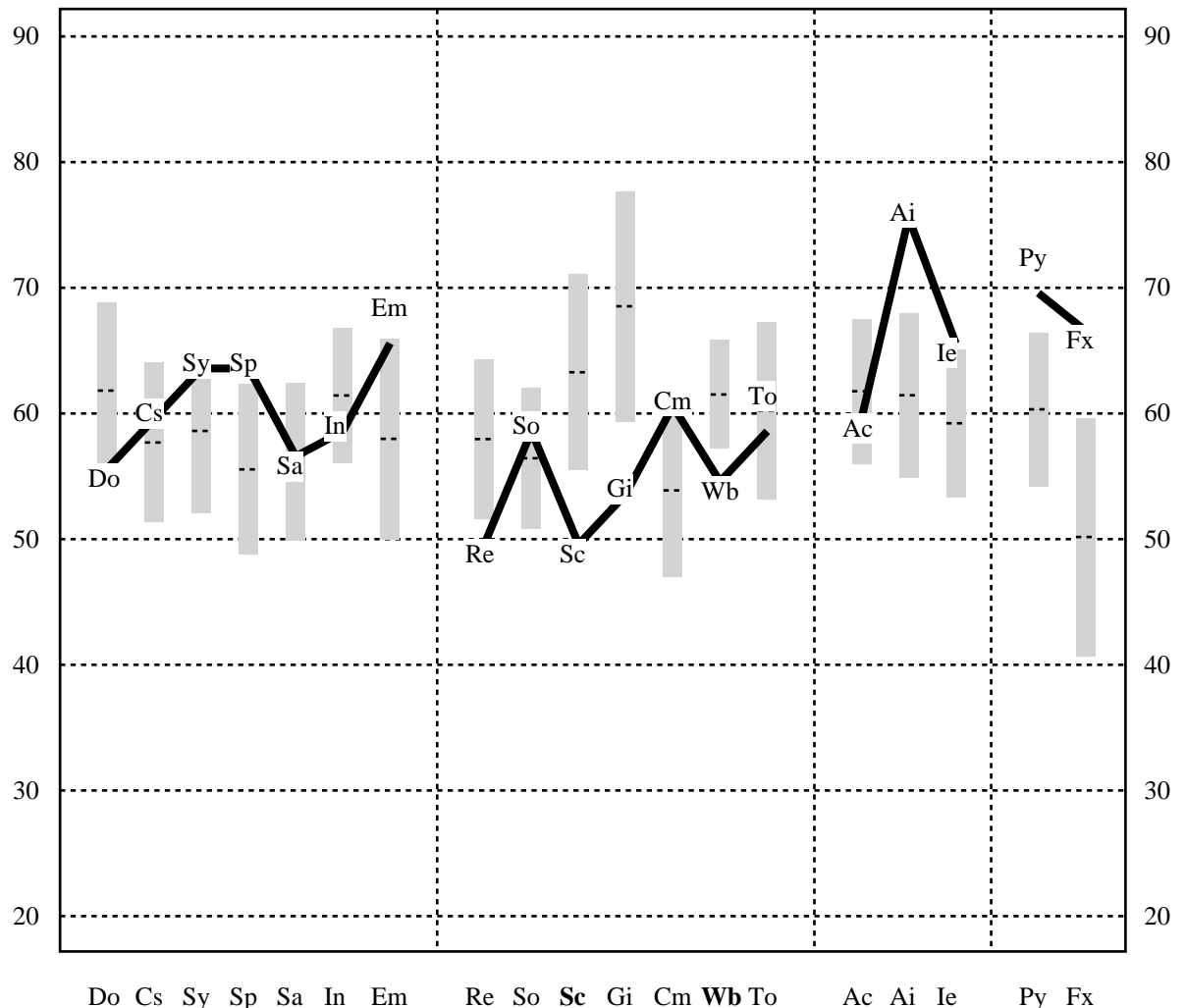
\* For each scale, the percentile value indicates where the test taker's scale score falls, on a percentage basis, along the distribution of scale scores for the Incumbent Comparison Sample. For all of the scales except the Gi scale, *very low* scores are undesirable. Percentiles of 10% or less (indicating that only 10% of the Incumbent Comparison Sample have scores as low or lower than the test taker) are boldfaced. For the Gi scale, very high scores are undesirable. Percentiles of 90% or more (indicating that only 10% of the Incumbent Comparison Sample have scores as high or higher than the test taker) are boldfaced.

## Comparison Profile #4

### Community Norms & Applicant Comparison Sample

The test taker's Community T scores (shown below as a solid line) were computed using norms based on the scores of a sample of 6,000 members of the general community.

The profile below compares the test-taker's Community T scores with the Community T scores of the Applicant Comparison Sample. (The Applicant Comparison Sample consists of 40,814 people who were applying for the position of police officer/deputy/trooper.) The shaded vertical bars on the profile show the mean Community T scores for the Applicant Comparison sample, plus and minus one standard deviation.



#### Test Taker Data

Raw Score	23	20	27	31	19	19	27	25	36	20	20	38	32	24	31	35	37	22	20
T Score	56	60	64	64	57	59	66	50	59	50	54	61	55	59	60	76	66	70	67
*Percentile	23	73	84	92	63	36	88	14	69	<b>7</b>	<b>7</b>	100	<b>9</b>	38	36	100	93	97	97

#### Comparison Sample Data

Mean T Score	62	58	59	56	56	61	58	58	56	63	69	54	62	60	62	61	59	60	50
Standard Dev	7	6	7	7	6	5	8	6	6	8	9	7	4	7	6	7	6	6	9

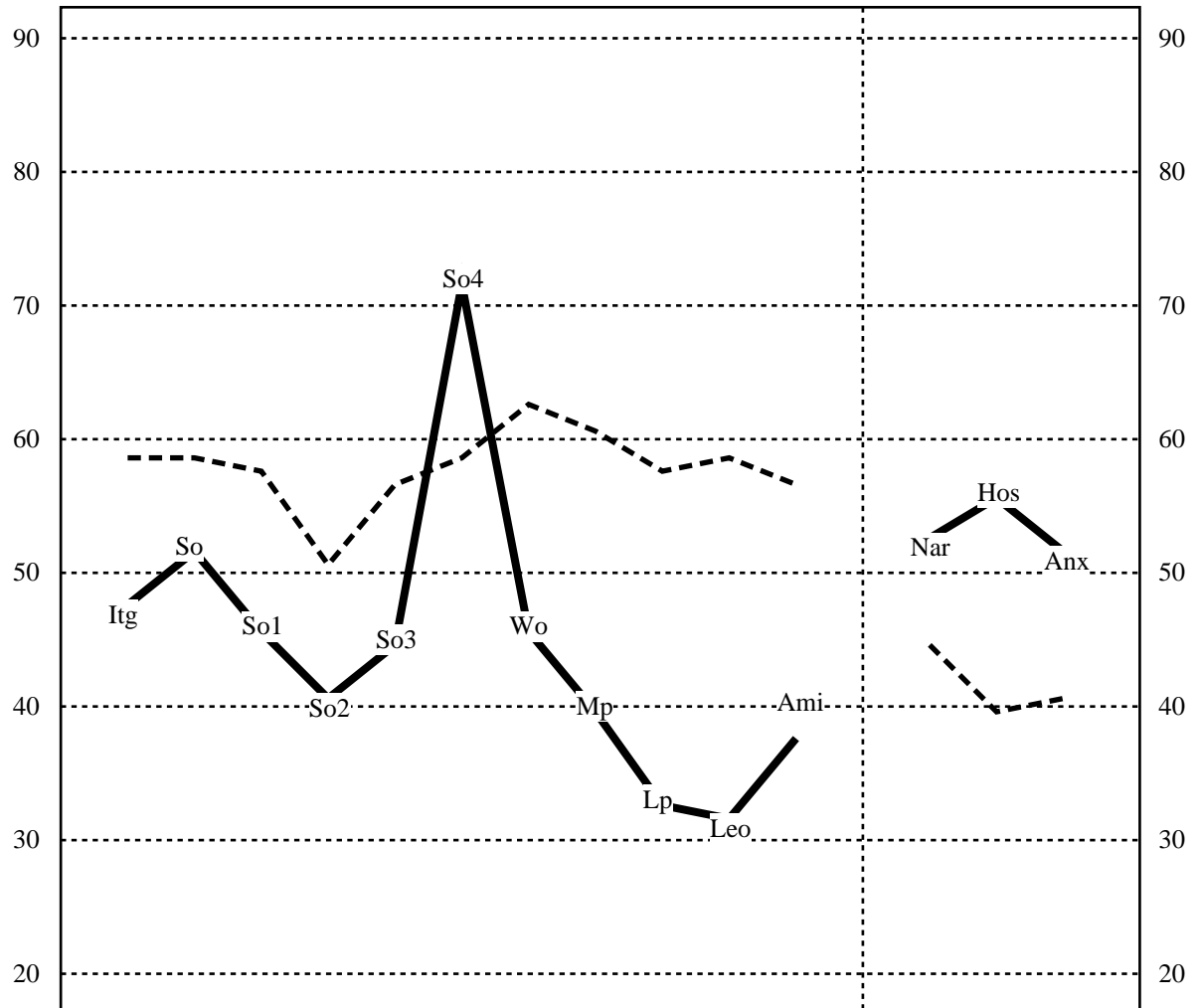
\* For each scale, the percentile value indicates where the test taker's scale score falls, on a percentage basis, along the distribution of scale scores for the Applicant Comparison Sample. For all of the scales except the Gi scale, *very low* scores are undesirable. Percentiles of 10% or less (indicating that only 10% of the Applicant Comparison Sample have scores as low or lower than the test taker) are boldfaced. For the Gi scale, very high scores are undesirable. Percentiles of 90% or more (indicating that only 10% of the Applicant Comparison Sample have scores as high or higher than the test taker) are boldfaced.

## Comparison Profile #5

### Incumbent and Community Norms

### For the CPI Special Purpose Scales

The test taker's Incumbent T scores (shown below as a solid line) were computed using norms based on the pre-employment scores of a sample of 10,680 police officers/deputies/troopers, who successfully completed at least one year of employment. The test taker's Community T scores (shown below as a dotted line) were computed using non-gendered norms based on a sample of 6,000 members of the general community.



Legend: — police officer/deputy/trooper    - - - - general community

	Itg	So	So1	So2	So3	So4	Wo	Mp	Lp	Leo	Ami	Nar	Hos	Anx
Raw scores	32	36	11	10	8	7	35	24	52	28	26	20	9	4
Community T	59	59	58	51	57	59	63	61	58	59	57	45	40	41
Incumbent T	48	52	46	41	45	72	46	40	33	32	38	53	56	52
*Incumbent %tile	41	60	44	35	50	100	35	19	<b>6</b>	<b>5</b>	13	59	74	43

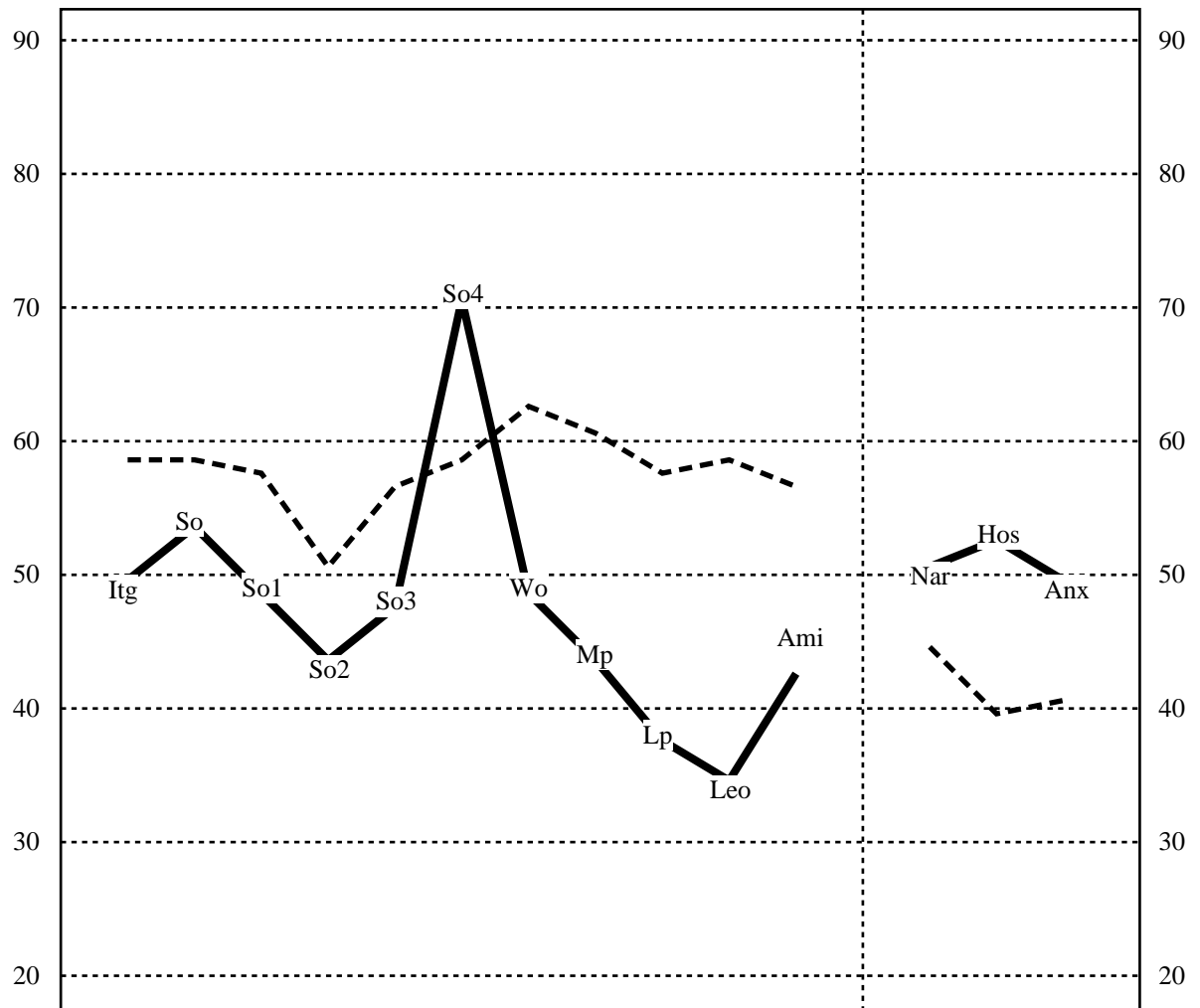
\* For each scale, the percentile value indicates where the test taker's scale score falls, on a percentage basis, along the distribution of scale scores for the Incumbent norm sample. For the Itg to Ami scales, *very low* scores are undesirable. Percentiles of 10% or less (indicating that only 10% of the Incumbent norm sample have scores as low or lower than the test taker) are boldfaced. For the Nar to Anx scales, *very high* scores are undesirable. Percentiles of 90% or more (indicating that only 10% of the Incumbent norm sample have scores as high or higher than the test taker) are boldfaced.

## Comparison Profile #6

### Applicant and Community Norms

### For the CPI Special Purpose Scales

The test taker's Applicant T scores (shown below as a solid line) were computed using norms based on a sample of 40,814 applicants applying for the positions of police officer/deputy/trooper. The test taker's Community T scores (shown below as a dotted line) were computed using non-gendered norms based on a sample of 6,000 members of the general community.



Legend: — police officer/deputy/trooper    - - - - general community

	Itg	So	So1	So2	So3	So4	Wo	Mp	Lp	Leo	Ami	Nar	Hos	Anx
Raw scores	32	36	11	10	8	7	35	24	52	28	26	20	9	4
Community T	59	59	58	51	57	59	63	61	58	59	57	45	40	41
Applicant T	50	54	49	44	48	71	49	44	38	35	43	51	53	50
*Applicant %tile	48	69	52	40	59	100	44	28	11	<b>9</b>	23	51	64	40

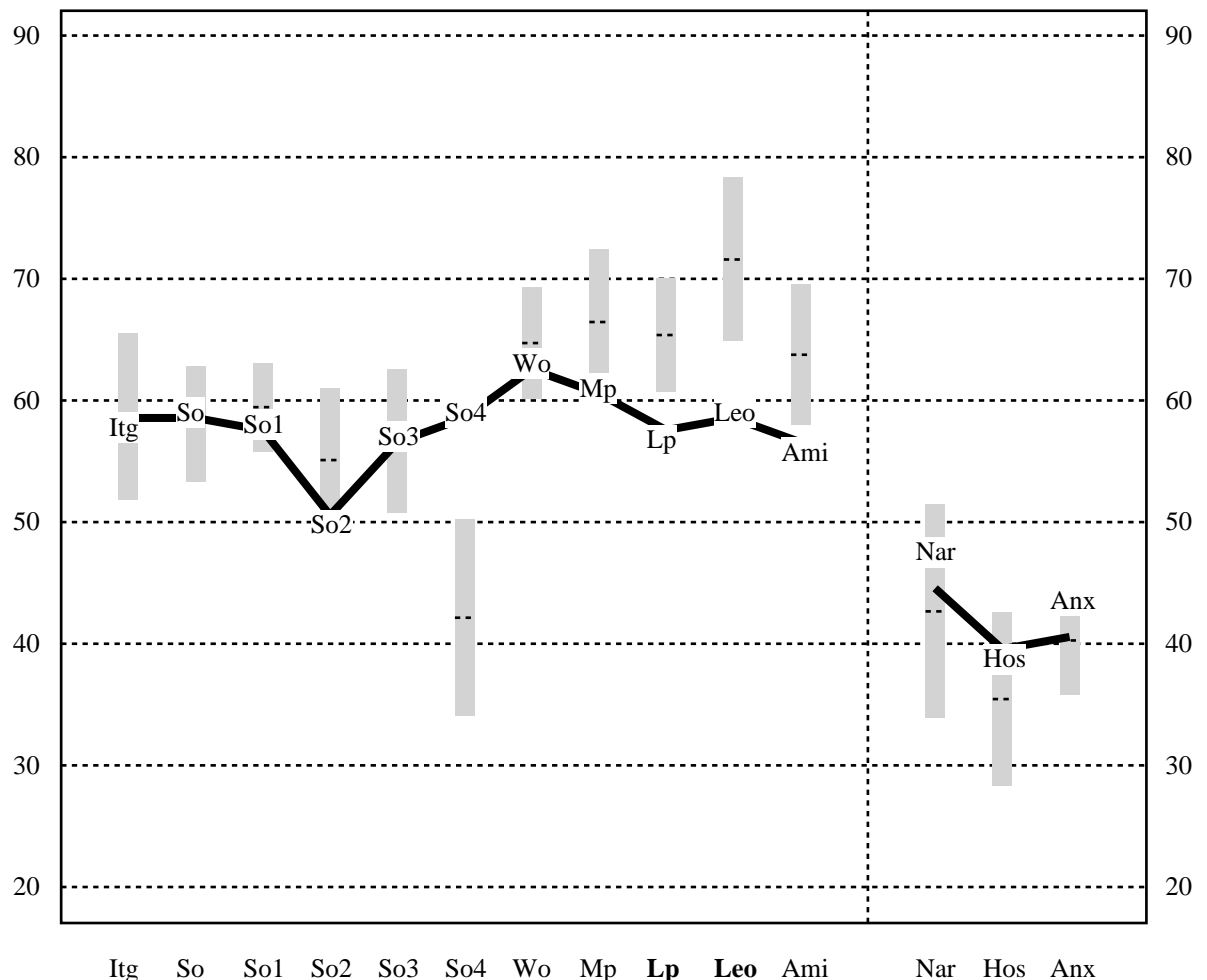
\* For each scale, the percentile value indicates where the test taker's scale score falls, on a percentage basis, along the distribution of scale scores for the Applicant norm sample. For the Itg to Ami scales, *very low* scores are undesirable. Percentiles of 10% or less (indicating that only 10% of the Applicant norm sample have scores as low or lower than the test taker) are boldfaced. For the Nar to Anx scales, *very high* scores are undesirable. Percentiles of 90% or more (indicating that only 10% of the Applicant norm sample have scores as high or higher than the test taker) are boldfaced.

## Comparison Profile #7

### Community Norms & Incumbent Comparison Sample For the CPI Special Purpose Scales

The test taker's Community T scores (shown below as a solid line) were computed using norms based on the scores of a sample of 6,000 members of the general community.

The profile below compares the test-taker's Community T scores with the pre-employment Community T scores of the Incumbent Comparison Sample. (The Incumbent Comparison Sample consists of 10,680 police officers/deputies/troopers, who successfully completed at least one year of employment.) The shaded vertical bars on the profile show the mean Community T scores for the Applicant Comparison sample, plus and minus one standard deviation.



#### Test Taker Data

Raw Score	32	36	11	10	8	7	35	24	52	28	26	20	9	4
T Score	59	59	58	51	57	59	63	61	58	59	57	45	40	41
*Percentile	41	60	44	35	50	100	35	19	<b>6</b>	<b>5</b>	13	59	74	43

#### Comparison Sample Data

Mean T Score	59	58	59	55	57	42	65	66	65	72	64	43	35	40
Standard Dev	7	5	4	6	6	8	5	6	5	7	6	9	7	4

\* For each scale, the percentile value indicates where the test taker's scale score falls, on a percentage basis, along the distribution of scale scores for the Incumbent Comparison Sample. For the Itg to Ami scales, *very low* scores are undesirable. Percentiles of 10% or less (indicating that only 10% of the Incumbent Comparison Sample have scores as low or lower than the test taker) are boldfaced. For the Nar to Anx scales, *very high* scores are undesirable. Percentiles of 90% or more (indicating that only 10% of the Incumbent Comparison Sample have scores as high or higher than the test taker) are boldfaced.

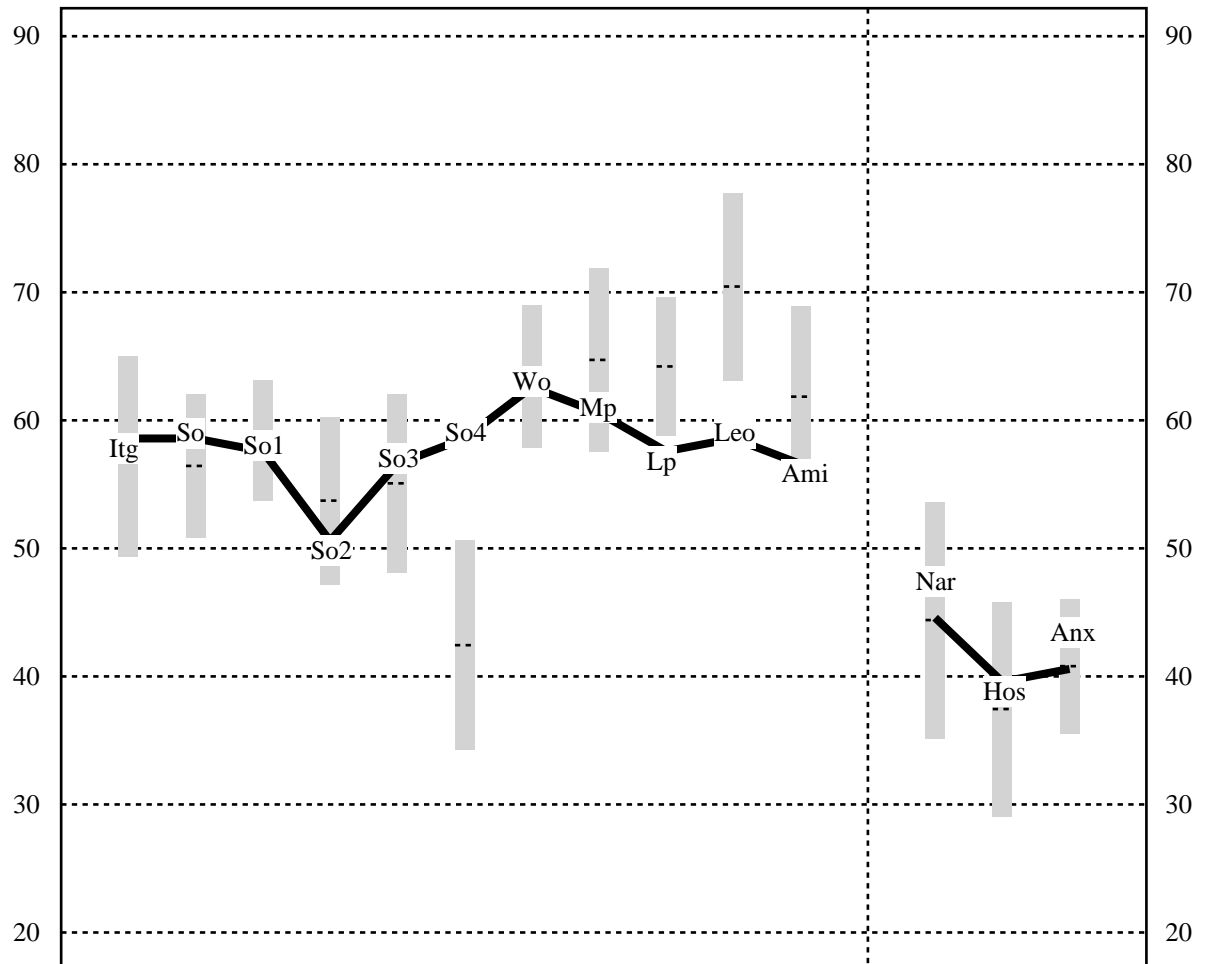


## Comparison Profile #8

### Community Norms & Applicant Comparison Sample For the CPI Special Purpose Scales

The test taker's Community T scores (shown below as a solid line) were computed using norms based on the scores of a sample of 6,000 members of the general community.

The profile below compares the test-taker's Community T scores with the Community T scores of the Applicant Comparison Sample. (The Applicant Comparison Sample consists of 40,814 people who were applying for the position of police officer/deputy/trooper.) The shaded vertical bars on the profile show the mean Community T scores for the Applicant Comparison sample, plus and minus one standard deviation.



	Itg	So	So1	So2	So3	So4	Wo	Mp	Lp	Leo	Ami	Nar	Hos	Anx
<b>Test Taker Data</b>														
Raw Score	32	36	11	10	8	7	35	24	52	28	26	20	9	4
T Score	59	59	58	51	57	59	63	61	58	59	57	45	40	41
*Percentile	48	69	52	40	59	100	44	28	11	<b>9</b>	23	51	64	40
<b>Comparison Sample Data</b>														
Mean T Score	57	56	58	54	55	42	63	65	64	70	62	44	37	41
Standard Dev	8	6	5	7	7	8	6	7	5	7	7	9	8	5

\* For each scale, the percentile value indicates where the test taker's scale score falls, on a percentage basis, along the distribution of scale scores for the Applicant Comparison Sample. For the Itg to Ami scales, *very low* scores are undesirable. Percentiles of 10% or less (indicating that only 10% of the Applicant Comparison Sample have scores as low or lower than the test taker) are boldfaced. For the Nar to Anx scales, *very high* scores are undesirable. Percentiles of 90% or more (indicating that only 10% of the Applicant Comparison Sample have scores as high or higher than the test taker) are boldfaced.

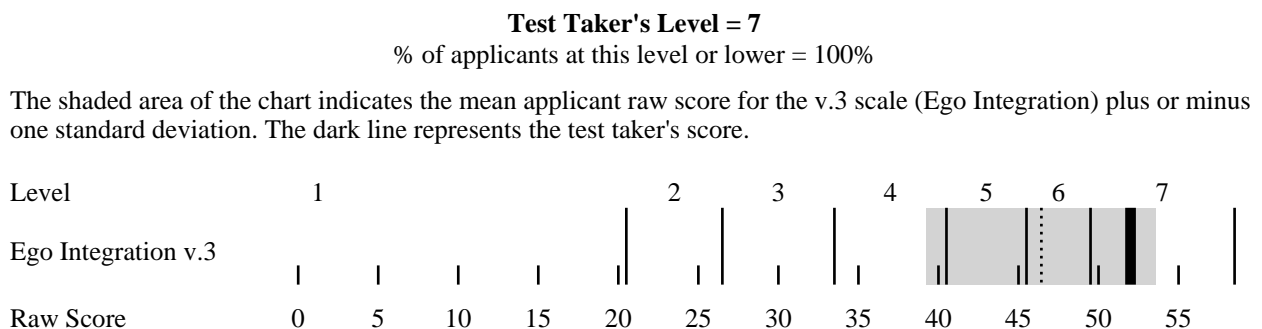
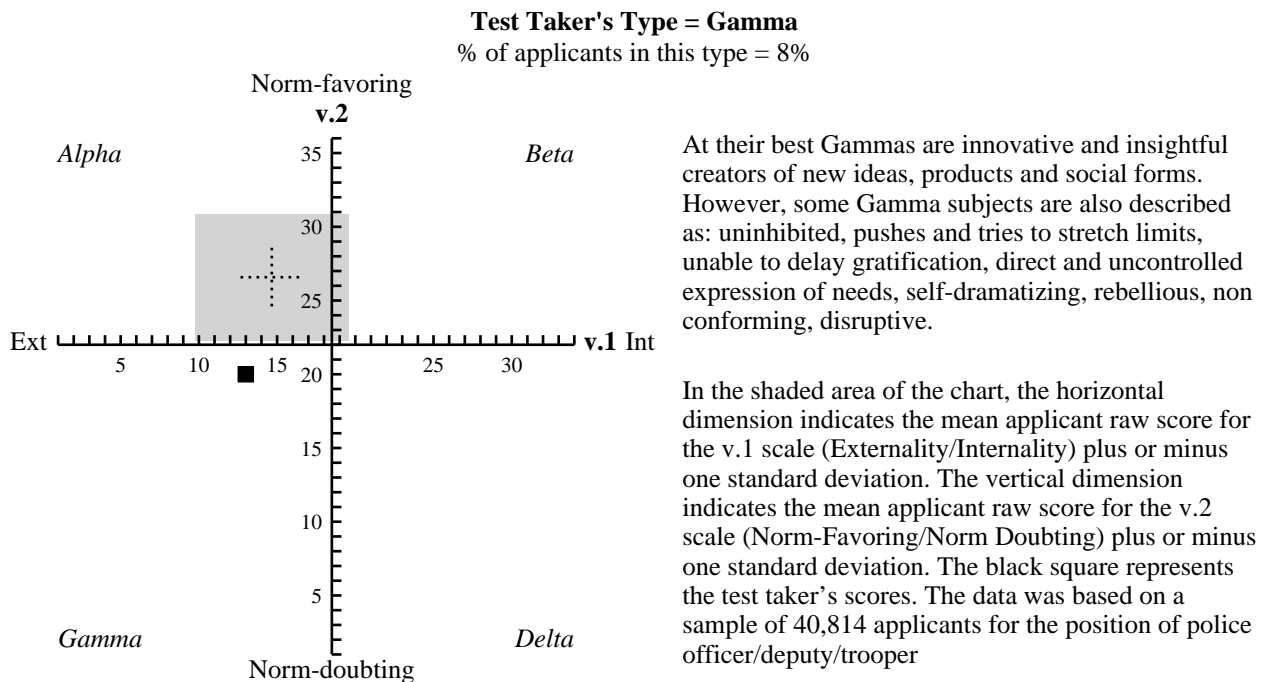
## CPI Scales

A legend of scale acronyms/abbreviations and full-scale names is presented below. Detailed descriptions of these scales are provided in the CPI Manual (Gough & Bradley, 2002), in cited publications and in the Technical Manual written for this report (Roberts, Johnson, & Roberts, 2016).

Code	Description - # of items
Do	Dominance - 36 items
Cs	Capacity for Status - 28 items
Sy	Sociability - 32 items
Sp	Social Presence - 38 items
Sa	Self-Acceptance - 28 items
In	Independence - 30 items
Em	Empathy - 38 items
Re	Responsibility - 36 items
So	Socialization - 46 items
Sc	Self-Control - 38 items
Gi	Good Impression - 40 items
Cm	Communality - 38 items
Wb	Well-Being - 38 items
To	Tolerance - 32 items
Ac	Achievement via Conformance - 38 items
Ai	Achievement via Independence - 36 items
Ie	Intellectual Efficiency - 42 items
Py	Psychological-Mindedness - 28 items
Fx	Flexibility - 28 items

Code	Description - # of items
Itg	Integrity (Gough, Bradley, Roberts, Johnson: 1999) - 46 items
So1	Socialization: Optimism - 12 items
So2	Socialization: Self-Discipline - 15 items
So3	Socialization: Favorable Memories of Family & Childhood - 10 items
So4	Socialization: Interpersonal Awareness & Situational Sensitivity - 9 items
Wo	Work Orientation (Gough 1985) - 40 items
Mp	Managerial Potential (Gough 1984) - 34 items
Lp	Leadership Potential - 70 items
Leo	Law Enforcement orientation (Gough 1996) - 42 items
Ami	Amicability (Gough 1996) - 36 items
Nar	Narcissism (Wink, Gough: 1990) - 49 items
Hos	Hostility (Adams 1995) - 31 items
Anx	Anxiety - 22 items
v.1	Internality (Gough 1996) - 34 items
v.2	Norm-Favoring (Gough 1996) - 36 items
v.3	Ego Integration (Gough 1996) - 58 items

## Applicant Type and Level



### VECTOR SCALE SCORES

Scale	Scale Label	Raw Score	Applicant Percentile*
v.1	Externality/Internality	13	34
v.2	Norm-Favoring/Norm Doubting	20	<b>9</b>
v.3	Ego Integration	52	79

\* For each scale, the percentile value indicates where the test taker's scale score falls, on a percentage basis, along the distribution of scale scores for the Applicant norm sample. For v.1, very high scores are undesirable. Percentiles of 90% or more (indicating that only 10% of the Applicant norm sample have scores as high or higher than the test taker) are boldfaced. For v.2 and V.3, very low scores are undesirable. Percentiles of 10% or less (indicating that only 10% of the Applicant norm sample have scores as low or lower than the test taker) are boldfaced.

## Selection Relevant CPI Items

### Items endorsed by test taker

The items printed below were endorsed by this test taker as indicated by the T(true) or F(false) in the parentheses after each item. The percent following the T or F endorsement is the percent of police and public safety applicants who endorsed the item in the same direction. Items printed in italics were correlated with substandard performance on three or more police officer job function categories as rated by sergeants who knew the post probation officers well. It is useful to discuss selected item endorsements with the applicant during the interview. This practice may help individualize the suitability assessment, and will also serve to rule out mismarks or misunderstandings by the applicant.

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#### Self-initiative/motivation ( 1 items endorsed )

150. *Criticism or scolding makes me very uncomfortable. (T-12%)*

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#### Following rules and regulations ( 3 items endorsed )

96. *I take a rather serious attitude toward ethical and moral issues. (F-15%)*

212. *I have never been in trouble with the law. (F-34%)*

388. *When I am cornered I tell that portion of the truth which is not likely to hurt me. (T-20%)*

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#### Interpersonal skills/relationships with coworkers and the public ( No items endorsed )

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#### Self control ( 3 items endorsed )

44. *Sometimes I feel like smashing things. (T-10%)*

309. *I have been afraid of things or people that I knew could not hurt me. (T-7%)*

413. *I get all the sympathy I should. (F-7%)*

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#### Assertiveness ( 2 items endorsed )

70. *Sometimes I cross the street just to avoid meeting someone. (T-2%)*

309. *I have been afraid of things or people that I knew could not hurt me. (T-7%)*

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#### Decision making ( No items endorsed )

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#### Social concerns ( No items endorsed )

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#### Unanswered Items ( No unanswered items )

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## Indicators of Essential Job Functions and Job Performance Problems for Police Officer Applicants

The table below identifies test results that are associated with either favorable or unfavorable supervisory ratings on (1) job functions that are considered essential for success as a public safety officer, and (2) potential job performance problems. Note that a single indicator may be listed in the table in more than one location; this redundancy reflects the "broadband" nature of many indicators' linkages to selection criteria.

	Favorable Indicators	Unfavorable Indicators
<b>ESSENTIAL JOB FUNCTIONS</b>		
Job knowledge	Py	
Written communications	Lvl, Ai	
Verbal communications	Py, Lvl, Ai	Sc, Wb
Problem solving/decisions	Py, Lvl	Gamma-C
Patrol responsibility		
Control of conflict		Sc
Reliability		
Relations with co-workers		
Relations with citizens		Sc
Overall percentile rating		
<b>JOB PERFORMANCE PROBLEMS</b>		
Excessive/unnecessary force	Fx	
Alcohol abuse		
Illegal drug use		Gamma-C
Firearms misuse		Gamma-C
Unethical behavior		
Excessive disability use		
Sick leave abuse		
Dishonesty		
Personal reaction problems		Wb
Favoritism		
Other problems		
<b>TOTAL INDICATORS</b>	<b>9</b>	<b>8</b>

### Item Responses

1. T	41. F	81. F	121. F	161. F	201. T	241. F	281. F	321. F	361. T	401. F
2. F	42. T	82. F	122. T	162. F	202. T	242. T	282. F	322. T	362. F	402. F
3. F	43. F	83. F	123. F	163. T	203. T	243. F	283. T	323. F	363. F	403. F
4. T	44. T	84. T	124. T	164. F	204. F	244. F	284. F	324. F	364. F	404. F
5. F	45. T	85. F	125. T	165. T	205. F	245. T	285. T	325. F	365. F	405. F
6. T	46. F	86. F	126. T	166. T	206. F	246. T	286. F	326. T	366. F	406. F
7. F	47. F	87. T	127. T	167. F	207. T	247. F	287. F	327. F	367. T	407. F
8. T	48. T	88. F	128. F	168. F	208. F	248. F	288. F	328. F	368. T	408. T
9. F	49. F	89. F	129. T	169. F	209. F	249. T	289. T	329. F	369. F	409. F
10. T	50. T	90. F	130. F	170. F	210. F	250. F	290. F	330. F	370. F	410. T
11. F	51. T	91. F	131. T	171. F	211. F	251. F	291. F	331. F	371. F	411. F
12. F	52. F	92. F	132. F	172. T	212. F	252. F	292. F	332. F	372. F	412. T
13. F	53. T	93. F	133. F	173. F	213. T	253. F	293. F	333. T	373. T	413. F
14. F	54. F	94. F	134. F	174. F	214. F	254. F	294. F	334. T	374. F	414. T
15. F	55. T	95. T	135. F	175. T	215. F	255. F	295. F	335. F	375. T	415. F
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20. T	60. T	100. T	140. T	180. T	220. F	260. T	300. F	340. F	380. T	420. T
21. T	61. T	101. F	141. F	181. T	221. T	261. F	301. F	341. F	381. F	421. F
22. F	62. T	102. F	142. T	182. F	222. T	262. F	302. F	342. F	382. F	422. F
23. F	63. F	103. T	143. F	183. F	223. F	263. F	303. T	343. T	383. F	423. F
24. T	64. F	104. F	144. F	184. T	224. T	264. T	304. F	344. T	384. F	424. T
25. F	65. F	105. F	145. F	185. F	225. F	265. F	305. F	345. F	385. F	425. F
26. F	66. T	106. F	146. T	186. F	226. F	266. T	306. F	346. T	386. F	426. F
27. F	67. F	107. T	147. F	187. F	227. F	267. F	307. F	347. F	387. T	427. F
28. T	68. F	108. T	148. F	188. F	228. T	268. F	308. T	348. T	388. T	428. F
29. F	69. F	109. T	149. T	189. F	229. F	269. T	309. T	349. F	389. T	429. F
30. T	70. T	110. F	150. T	190. F	230. T	270. F	310. T	350. F	390. F	430. F
31. F	71. F	111. F	151. T	191. T	231. T	271. F	311. F	351. F	391. T	431. F
32. F	72. F	112. F	152. T	192. F	232. F	272. F	312. T	352. F	392. F	432. T
33. T	73. F	113. F	153. F	193. F	233. F	273. F	313. T	353. F	393. F	433. T
34. T	74. F	114. F	154. F	194. F	234. F	274. F	314. T	354. F	394. F	434. F
35. F	75. F	115. F	155. F	195. T	235. F	275. F	315. F	355. T	395. F	
36. F	76. F	116. F	156. F	196. T	236. F	276. T	316. T	356. F	396. F	
37. F	77. F	117. F	157. F	197. T	237. F	277. F	317. T	357. F	397. F	
38. F	78. T	118. T	158. T	198. T	238. F	278. F	318. T	358. F	398. F	
39. F	79. T	119. F	159. F	199. T	239. F	279. F	319. F	359. F	399. F	
40. F	80. T	120. T	160. F	200. T	240. F	280. T	320. T	360. F	400. T	

End of Report