

AELE Discipline & Internal Investigations Workshop
Las Vegas, Nevada / December 10-12, 2012

Evaluation Form

Instructions: To simplify your evaluation of the program, a linear scale is utilized. Note the two descriptions at each end of the scale; the one at the right for the best rating, and the one at the left for the poorest rating. Circle the number you feel is most appropriate. After you have done this, please write in any additional comments that would help us improve the program.

1. General Impressions of Faculty/Speakers

1 2 3 4 5 6
Very poor faculty Very superior faculty

Comments:

Excellent knowledge of speakers,

2. What Were:

(a) The major strengths of the program?

Great speakers,

(b) The major weaknesses of the program?

Only 2 1/2 days - I have spent a lot of money on travel/hotel, it would be nice to have a 4 or 5 day program to make it more

3. Which Topics Do You Feel Should Have Been Added to or Deleted From the Program? worth while,

More on investigations/Govt / Wangsatan / liability issues

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AELE Law Enforcement Legal Center

841 West Touhy Ave

Park Ridge, IL 60068-9811

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IN THE
UNITED STATES



Please evaluate the content and quality of instruction by speaker. Please rate them with letter grades, using:
[A = Excellent, B = Very Good, C = Satisfactory, D = Poor].

| | | |
|--|----------------|----------------|
| Emory A. Plitt, Jr. (Monday) Bel Air, MD | Content | Quality |
|--|----------------|----------------|

B

B

| | | |
|--|----------------|----------------|
| Jack Pecoraro (Monday) Springfield, IL | Content | Quality |
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B

B

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| Paul Coble (Tuesday) Fullerton, CA | Content | Quality |
|--|----------------|----------------|

A

A

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| Michael Stone (Tuesday) Pasadena, CA | Content | Quality |
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A

A

| | | |
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| Ron Sanchez (Wednesday) Valencia, CA | Content | Quality |
|--|----------------|----------------|

A

A

Other Remarks (If Any):

| | | |
|---------------------------------|--|---|
| <input type="checkbox"/> Lawyer | <input checked="" type="checkbox"/> Non-Lawyer | Title (important) <i>Capt. Pro. Standards</i> |
|---------------------------------|--|---|

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| | | |
|--|----------------------------|----------------------------|
| Emory A. Plitt, Jr. (Monday) Bel Air, MD | Content <i>A</i> | Quality <i>A</i> |
|--|----------------------------|----------------------------|

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| Jack Pecoraro (Monday) Springfield, IL | Content <i>A</i> | Quality <i>A</i> |
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|--|----------------------------|----------------------------|
| Paul Coble (Tuesday) Fullerton, CA | Content <i>A</i> | Quality <i>A</i> |
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| Michael Stone (Tuesday) Pasadena, CA | Content <i>A</i> | Quality <i>A</i> |
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| Ron Sanchez (Wednesday) Valencia, CA | Content <i>A</i> | Quality <i>A</i> |
|--|----------------------------|----------------------------|

Other Remarks (If Any):

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|--|--|
| <input type="checkbox"/> Lawyer <input checked="" type="checkbox"/> Non-Lawyer | Title (important) <i>ASST. CHIEF OF DETECTIVES</i> |
|--|--|

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1. General Impressions of Faculty/Speakers

1 2 3 4 5 6
Very poor faculty Very superior faculty

Comments:

Great information and very good speakers.

2. What Were:

(a) The major strengths of the program?

Speakers all had great presentation personalities, which kept even the dry info interesting. Loved all speakers.

(b) The major weaknesses of the program?

Slides were not followed and a lot of skipping around on information, so at times hard to follow. Some topics I thought we would be discussing according to the slides were

3. Which Topics Do You Feel Should Have Been Added to or Deleted From the Program?

skipped.

N/A.

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| | | |
|---|--------------|--------------|
| Emory A. Plitt, Jr. (Monday) Bel Air, MD | Content B | Quality A |
|---|--------------|--------------|

Good speaker, great info.

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| Jack Pecoraro (Monday) Springfield, IL | Content A | Quality A |
|---|--------------|--------------|

Great speaker, Great humor.

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| Paul Coble (Tuesday) Fullerton, CA | Content B | Quality A |
|---------------------------------------|--------------|--------------|

Great speaker, Great humor.

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|---|--------------|--------------|
| Michael Stone (Tuesday) Pasadena, CA | Content A | Quality A |
|---|--------------|--------------|

Great speaker, Great humor

| | | |
|---|--------------|--------------|
| Ron Sanchez (Wednesday) Valencia, CA | Content B | Quality B |
|---|--------------|--------------|

Very Good presenter.

Other Remarks (If Any):

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|---------------------------------|--|----------------------------------|
| <input type="checkbox"/> Lawyer | <input checked="" type="checkbox"/> Non-Lawyer | Title (important) Deputy Sheriff |
|---------------------------------|--|----------------------------------|

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1. General Impressions of Faculty/Speakers

1 2 3 4 5 6
Very poor faculty Very superior faculty

Comments:

2. What Were:

(a) The major strengths of the program? - THE YEARS OF SERVICE & EXPERIENCE OF STAFF & SPEAKERS.

(b) The major weaknesses of the program?

THE HONORARY MATERIALS WERE A LITTLE DIFFICULT TO FOLLOW AS THEY WERE ALL MIX TOGETHER.

3. Which Topics Do You Feel Should Have Been Added to or Deleted From the Program?



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| | | |
|---|--------------|--------------|
| Emory A. Plitt, Jr. (Monday) Bel Air, MD | Content B | Quality B |
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| Jack Pecoraro (Monday) Springfield, IL | Content B | Quality B |
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| Paul Coble (Tuesday) Fullerton, CA | Content B | Quality B |
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| Michael Stone (Tuesday) Pasadena, CA | Content C | Quality C |
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|---|--------------|--------------|
| Ron Sanchez (Wednesday) Valencia, CA | Content B | Quality B |
|---|--------------|--------------|

Other Remarks (If Any):

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|---------------------------------|--|--------------------------------|
| <input type="checkbox"/> Lawyer | <input checked="" type="checkbox"/> Non-Lawyer | Title (important) DEPUTY CHIEF |
|---------------------------------|--|--------------------------------|

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1. General Impressions of Faculty/Speakers

1 2 3 4 5 6
Very poor faculty Very superior faculty

Comments:

2. What Were:

(a) The major strengths of the program?

Having more than one presenter.

(b) The major weaknesses of the program?

*Materials were not chronologically organized by presentation. This made it hard to follow at times.
Presenters overlapped material.*

3. Which Topics Do You Feel Should Have Been Added to or Deleted From the Program?

Paul Coble's presentation focused on California laws & practices. This was not applicable to most of the class.



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5

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| | | |
|--|----------------|----------------|
| Emory A. Plitt, Jr. (Monday) Bel Air, MD | Content | Quality |
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| Jack Pecoraro (Monday) Springfield, IL | Content | Quality |
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|--|----------------|----------------|
| Paul Coble (Tuesday) Fullerton, CA | Content | Quality |
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| Michael Stone (Tuesday) Pasadena, CA | Content | Quality |
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| Ron Sanchez (Wednesday) Valencia, CA | Content | Quality |
|--|----------------|----------------|

Other Remarks (If Any):

| | | |
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| <input type="checkbox"/> Lawyer | <input checked="" type="checkbox"/> Non-Lawyer | Title (important) <i>Captain</i> |
|---------------------------------|--|---|

5

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1. General Impressions of Faculty/Speakers

1 2 3 4 5 6
Very poor faculty Very superior faculty

Comments:

VERY KNOWLEDABLE STAFF!

2. What Were:

(a) The major strengths of the program?

(b) The major weaknesses of the program?

3. Which Topics Do You Feel Should Have Been Added to or Deleted From the Program?

A LITTLE MORE ON PRE-DISCIPLINARY HEARINGS - OUR ROLE.



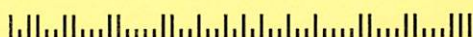
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| | | |
|---|--------------|--------------|
| Emory A. Plitt, Jr. (Monday) Bel Air, MD | Content A | Quality A |
|---|--------------|--------------|

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|---|--------------|--------------|
| Jack Pecoraro (Monday) Springfield, IL | Content A | Quality A |
|---|--------------|--------------|

| | | |
|---------------------------------------|--------------|--------------|
| Paul Coble (Tuesday) Fullerton, CA | Content A | Quality A |
|---------------------------------------|--------------|--------------|

| | | |
|---|--------------|--------------|
| Michael Stone (Tuesday) Pasadena, CA | Content A | Quality A |
|---|--------------|--------------|

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|---|---------|---------|
| Ron Sanchez (Wednesday) Valencia, CA | Content | Quality |
|---|---------|---------|

Other Remarks (If Any):

SUGGESTION - NOT ALL OF US ARE COFFEE DRINKERS. - HOW ABOUT A LITTLE MORE VARIETY
AT START: MUFFINS, BAGELS, JUICE & A LIGHTER LUNCH,

AELE: Muffins, bagels and juice ???

| | | |
|---------------------------------|--|--|
| <input type="checkbox"/> Lawyer | <input checked="" type="checkbox"/> Non-Lawyer | SGT. - DISCIPLINARY REVIEW OFFICER. Title (important) |
|---------------------------------|--|--|

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1. General Impressions of Faculty/Speakers

1 2 3 4 5 6
Very poor faculty Very superior faculty

Comments:

2. What Were:

(a) The major strengths of the program?

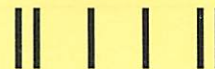
INFORMATION

(b) The major weaknesses of the program?

VERY DRY PRESENTATIONS

3. Which Topics Do You Feel Should Have Been Added to or Deleted From the Program?

NONE



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| | | |
|---|--------------|--------------|
| Emory A. Plitt, Jr. (Monday) Bel Air, MD | Content C | Quality D |
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| Jack Pecoraro (Monday) Springfield, IL | Content B | Quality D |
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| Paul Coble (Tuesday) Fullerton, CA | Content B | Quality B |
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| Michael Stone (Tuesday) Pasadena, CA | Content B | Quality B |
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|---|--------------|--------------|
| Ron Sanchez (Wednesday) Valencia, CA | Content B | Quality B |
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Other Remarks (If Any): - NEED VIDEOS AND OTHER VISUAL / AUDIO AIDS TO KEEP IT INTERESTING.
- GREAT LUNCHEON!
- NEED MORE COFFEE AND REFRESHMENTS BEFORE AND AFTER LUNCHEON.

| | | |
|---------------------------------|--|--------------------------------------|
| <input type="checkbox"/> Lawyer | <input checked="" type="checkbox"/> Non-Lawyer | Title (important) AZ POST COMPLIANCE |
|---------------------------------|--|--------------------------------------|

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1. General Impressions of Faculty/Speakers

1 2 3 4 5 6
Very poor faculty Very superior faculty

Comments:

2. What Were:

(a) The major strengths of the program?

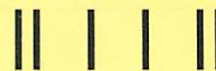
Overall information.

(b) The major weaknesses of the program?

CALifornia, CALifornia, CALifornia etc.

3. Which Topics Do You Feel Should Have Been Added to or Deleted From the Program?

Any audio or video examples? ObeyckA etc. Read interview needs
something to help new IA people with interview needs
Best Practices etc



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| | | |
|---|--------------|--------------|
| Emory A. Plitt, Jr. (Monday) Bel Air, MD | Content C | Quality C |
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| Jack Pecoraro (Monday) Springfield, IL | Content B | Quality B |
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| Paul Coble (Tuesday) Fullerton, CA | Content A | Quality A |
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| Michael Stone (Tuesday) Pasadena, CA | Content B | Quality C |
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| Ron Sanchez (Wednesday) Valencia, CA | Content A | Quality A |
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Other Remarks (If Any):

Sanchez presentation is significant and should be scheduled earlier in conference to permit more people to attend.

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|---------------------------------|--|-------------------|
| <input type="checkbox"/> Lawyer | <input checked="" type="checkbox"/> Non-Lawyer | Title (important) |
|---------------------------------|--|-------------------|

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1. General Impressions of Faculty/Speakers

1 2 3 4 5 6
Very poor faculty Very superior faculty

Comments:

COFFEE RUNS OUT IN MORNING. COULD PUT BAGELS OR DANISH OUT
ON LAST DAY MORNING. EXCELLENT LUNCHES

2. What Were:

(a) The major strengths of the program?

INFORMATION ON TUESDAY VERY INFORMATIVE

(b) The major weaknesses of the program?

LACK OF POWER POINT SLIDES THAT ARE MORE GRABBING OF
AUDIENCE. BLACK & WHITE WORDS ON A SCREEN ARE NOT THE
BEST METHOD OF PRESENTATION ADD SOME PICTURES, VIDEO OR OTHER ITEMS

3. Which Topics Do You Feel Should Have Been Added to or Deleted From the Program?



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|---|--------------|--------------|
| Emory A. Plitt, Jr. (Monday) Bel Air, MD | Content B | Quality C |
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| Jack Pecoraro (Monday) Springfield, IL | Content B | Quality B |
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| Paul Coble (Tuesday) Fullerton, CA | Content A | Quality A |
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|---|--------------|--------------|
| Michael Stone (Tuesday) Pasadena, CA | Content A | Quality A |
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|---|--------------|--------------|
| Ron Sanchez (Wednesday) Valencia, CA | Content B | Quality B |
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Other Remarks (If Any):

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|---------------------------------|--|-------------------|
| <input type="checkbox"/> Lawyer | <input checked="" type="checkbox"/> Non-Lawyer | Title (important) |
|---------------------------------|--|-------------------|

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1. General Impressions of Faculty/Speakers

1 (2) 3 4 5 6
Very poor faculty Very superior faculty

Comments:

2. What Were:

(a) The major strengths of the program?

PROFESSIONALISM, APPEARANCE.

(b) The major weaknesses of the program?

MONOTONE, NO VIDEO, NO PHOTOS, VENDORS - FREE BEES, DOOR PRIZE
GIVE AWAYS, SOME ENTERTAINMENT RELATING TO SUB MATTERS.

AELE: Door prizes and entertainment ???

3. Which Topics Do You Feel Should Have Been Added to or Deleted From the Program?



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|---|--------------|--------------|
| Emory A. Plitt, Jr. (Monday) Bel Air, MD | Content C | Quality C |
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| Jack Pecoraro (Monday) Springfield, IL | Content C | Quality B |
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|---------------------------------------|--------------|--------------|
| Paul Coble (Tuesday) Fullerton, CA | Content A | Quality A |
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|---|--------------|--------------|
| Michael Stone (Tuesday) Pasadena, CA | Content A | Quality A |
|---|--------------|--------------|

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|---|--------------|--------------|
| Ron Sanchez (Wednesday) Valencia, CA | Content B | Quality A |
|---|--------------|--------------|

Other Remarks (If Any):

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|---|-------------------|
| <input type="checkbox"/> Lawyer <input type="checkbox"/> Non-Lawyer | Title (important) |
|---|-------------------|

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1. General Impressions of Faculty/Speakers

1 2 3 4 5 6
Very poor faculty Very superior faculty

Comments: Excellent speakers. Very knowledgeable & clear they had immense experience.

2. What Were:

(a) The major strengths of the program?

Speakers - kept attention

(b) The major weaknesses of the program?

Honestly, only audit section due to how few people seemed to need that topic

3. Which Topics Do You Feel Should Have Been Added to or Deleted From the Program?



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| | | |
|---|--------------|--------------|
| Emory A. Plitt, Jr. (Monday) Bel Air, MD | Content B | Quality A |
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| Jack Pecoraro (Monday) Springfield, IL | Content B | Quality A |
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| Paul Coble (Tuesday) Fullerton, CA | Content A | Quality A |
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most applicable to my field (criminal investigation)

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| Michael Stone (Tuesday) Pasadena, CA | Content A | Quality A |
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Also very applicable

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|---|--------------|--------------|
| Ron Sanchez (Wednesday) Valencia, CA | Content C | Quality A |
|---|--------------|--------------|

Not applicable to my field, but very good speaker & probably very helpful to people in LA.

Other Remarks (If Any): Extremely helpful and touches subject matter that routinely arises in my field (IA2)

| | |
|--|--|
| <input checked="" type="checkbox"/> Lawyer <input type="checkbox"/> Non-Lawyer | Title (important) Assistant Borough Attorney |
|--|--|

Evaluation Form

12

Please evaluate the content and quality of instruction by speaker. Please rate them with letter grades, using:
[A = Excellent, B = Very Good, C = Satisfactory, D = Poor].

| | | |
|---|--------------|--------------|
| Emory A. Plitt, Jr. (Monday) Bel Air, MD | Content A | Quality A |
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| Jack Pecoraro (Monday) Springfield, IL | Content A | Quality A |
|---|--------------|--------------|

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|---------------------------------------|--------------|--------------|
| Paul Coble (Tuesday) Fullerton, CA | Content A | Quality A |
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| Michael Stone (Tuesday) Pasadena, CA | Content A | Quality A |
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| Ron Sanchez (Wednesday) Valencia, CA | Content A | Quality A |
|---|--------------|--------------|

Other Remarks (If Any):

WHAT HAPPENED TO AFTERNOON REFRESHMENTS

| | | |
|---------------------------------|--|-------------------|
| <input type="checkbox"/> Lawyer | <input checked="" type="checkbox"/> Non-Lawyer | Title (important) |
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1. General Impressions of Faculty/Speakers

1 2 3 4 5 6
Very poor faculty Very superior faculty

Comments:

2. What Were:

(a) The major strengths of the program? *quick coverage, no wastes of time*

(b) The major weaknesses of the program? *want materials in electronic format —
I shipped out early with recommendation that materials be
read before class — would have less time spent answering questions
about basics & on coverage more informed & thoughtful participation*

3. Which Topics Do You Feel Should Have Been Added to or Deleted From the Program?



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[A = Excellent, B = Very Good, C = Satisfactory, D = Poor].

| | | |
|---|--------------|--------------|
| Emory A. Plitt, Jr. (Monday) Bel Air, MD | Content C | Quality B |
|---|--------------|--------------|

| | | |
|---|--------------|--------------|
| Jack Pecoraro (Monday) Springfield, IL | Content B | Quality B |
|---|--------------|--------------|

| | | |
|---------------------------------------|--------------|--------------|
| Paul Coble (Tuesday) Fullerton, CA | Content B | Quality B |
|---------------------------------------|--------------|--------------|

| | | |
|---|--------------|--------------|
| Michael Stone (Tuesday) Pasadena, CA | Content B | Quality B |
|---|--------------|--------------|

| | | |
|---|--------------|--------------|
| Ron Sanchez (Wednesday) Valencia, CA | Content A | Quality B |
|---|--------------|--------------|

Other Remarks (If Any): Both LE & lawyer → not much legal content

| | | |
|--|-------------------------------------|---|
| <input checked="" type="checkbox"/> Lawyer | <input type="checkbox"/> Non-Lawyer | Title (important) Lieutenant / 1A (PSU) |
|--|-------------------------------------|---|

AELE Discipline & Internal Investigations Workshop
Las Vegas, Nevada / December 10-12, 2012

Evaluation Form

Instructions: To simplify your evaluation of the program, a linear scale is utilized. Note the two descriptions at each end of the scale; the one at the right for the best rating, and the one at the left for the poorest rating. Circle the number you feel is most appropriate. After you have done this, please write in any additional comments that would help us improve the program.

1. General Impressions of Faculty/Speakers

1 2 3 4 5 6
Very poor faculty Very superior faculty

Comments:

a great training, but stories and anecdotes were from large P.D's
Should attempt to find a small or medium sized Chief or Asst. Chief
2. What Were: to talk about working within the confines of a small department

(a) The major strengths of the program?

Knowledge of instructors and curriculum

(b) The major weaknesses of the program?

Nothing of consequences that would impact

3. Which Topics Do You Feel Should Have Been Added to or Deleted From the Program?

- FYI: Average P.D./LE Agency size is 11. There are more small departments than large departments
- Lets say this the training is top notch
- Materials should be streamlined
- Update PPTs



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| | | |
|---|-----------|-----------|
| Emory A. Plitt, Jr. (Monday) Bel Air, MD | A Content | A Quality |
|---|-----------|-----------|

Judge Plitt, should attempt to limit talking to the screen when presenting. He has a wealth of knowledge, and should share it more appropriately

| | | |
|---|-----------|-----------|
| Jack Pecoraro (Monday) Springfield, IL | A Content | A Quality |
|---|-----------|-----------|

| | | |
|---------------------------------------|-----------|-----------|
| Paul Coble (Tuesday) Fullerton, CA | A Content | A Quality |
|---------------------------------------|-----------|-----------|

| | | |
|---|-----------|-----------|
| Michael Stone (Tuesday) Pasadena, CA | A Content | A Quality |
|---|-----------|-----------|

Should go with a basic ppt outline and speak on topics from experience and knowledge base

| | | |
|---|---------|---------|
| Ron Sanchez (Wednesday) Valencia, CA | Content | Quality |
|---|---------|---------|

Other Remarks (If Any): *the curriculum is solid, the deliver format needs to be adjust. Powerpoints and visuals need to be updated, or modified to reflected current best practices*

| | | |
|---------------------------------|--|-------------------|
| <input type="checkbox"/> Lawyer | <input checked="" type="checkbox"/> Non-Lawyer | Title (important) |
|---------------------------------|--|-------------------|

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1. General Impressions of Faculty/Speakers

1 2 3 4 5 6
Very poor faculty Very superior faculty

Comments:

2. What Were:

(a) The major strengths of the program? CITED ACTUAL CASES FOR EXAMPLES.
SPEAKERS HAVE A LOT OF HANDS-ON EXPERIENCE

(b) The major weaknesses of the program?
WOULD HAVE LIKED TO HEAR MORE FROM M. STONE &
E. PLITT.

3. Which Topics Do You Feel Should Have Been Added to or Deleted From the Program? ADDED:

APPEALS, WRITS, MILITARY ENDORSEMENTS, ETC.,
VARIOUS TYPES OF ADJUDICATION- FACTORS TO CONSIDER
WHEN ADJUDICATING A CASE. SUPPORTING RATIONALE.



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| | | |
|---|--------------|--------------|
| Emory A. Plitt, Jr. (Monday) Bel Air, MD | Content A | Quality A |
|---|--------------|--------------|

| | | |
|---|--------------|--------------|
| Jack Pecoraro (Monday) Springfield, IL | Content A | Quality B |
|---|--------------|--------------|

| | | |
|---------------------------------------|--------------|--------------|
| Paul Coble (Tuesday) Fullerton, CA | Content A | Quality A |
|---------------------------------------|--------------|--------------|

| | | |
|---|--------------|--------------|
| Michael Stone (Tuesday) Pasadena, CA | Content A | Quality A |
|---|--------------|--------------|

| | | |
|---|--------------|---------------|
| Ron Sanchez (Wednesday) Valencia, CA | Content A | Quality BA |
|---|--------------|---------------|

Other Remarks (If Any):

| | | |
|---------------------------------|--|-----------------------------|
| <input type="checkbox"/> Lawyer | <input checked="" type="checkbox"/> Non-Lawyer | Title (important) DETECTIVE |
|---------------------------------|--|-----------------------------|

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1. General Impressions of Faculty/Speakers

1 2 3 4 5 6
Very poor faculty Very superior faculty

Comments:

*ALL Faculty/Speakers provided outstanding
Presentations*

2. What Were:

(a) The major strengths of the program?

*The Faculty/Speakers had outstanding knowledge on their
subject matter. Their presentations were excellent*

(b) The major weaknesses of the program?

None

3. Which Topics Do You Feel Should Have Been Added to or Deleted From the Program?

No Comment at this time.

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| | | |
|--|----------------------------|----------------------------|
| Emory A. Plitt, Jr. (Monday) Bel Air, MD | Content <i>A</i> | Quality <i>A</i> |
|--|----------------------------|----------------------------|

| | | |
|--|----------------------------|----------------------------|
| Jack Pecoraro (Monday) Springfield, IL | Content <i>A</i> | Quality <i>A</i> |
|--|----------------------------|----------------------------|

| | | |
|--|----------------------------|----------------------------|
| Paul Coble (Tuesday) Fullerton, CA | Content <i>A</i> | Quality <i>A</i> |
|--|----------------------------|----------------------------|

| | | |
|--|----------------------------|----------------------------|
| Michael Stone (Tuesday) Pasadena, CA | Content <i>A</i> | Quality <i>A</i> |
|--|----------------------------|----------------------------|

| | | |
|--|----------------------------|----------------------------|
| Ron Sanchez (Wednesday) Valencia, CA | Content <i>A</i> | Quality <i>A</i> |
|--|----------------------------|----------------------------|

Other Remarks (If Any):

| | | |
|---------------------------------|--|--|
| <input type="checkbox"/> Lawyer | <input checked="" type="checkbox"/> Non-Lawyer | Title (important) <i>POLICE SERGEANT</i> |
|---------------------------------|--|--|

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1. General Impressions of Faculty/Speakers

1 2 3 4 5 6
Very poor faculty Very superior faculty

Comments:

2. What Were:

(a) The major strengths of the program?

KNOWLEDGE & EXPERIENCE OF SPEAKERS

(b) The major weaknesses of the program?

FELT THE FIRST DAY WAS TOO MUCH OF AN OVERVIEW
OF AREAS OF CONCERN, WITH VERY LITTLE INPUT ON BEST
PRACTICES

3. Which Topics Do You Feel Should Have Been Added to or Deleted From the Program?

HOW TO BEST HANDLE THE SITUATION WHEN
UNEXPECTED CRIMINAL ACTIVITY IS REVEALED UNDER
COMPELLED INTERVIEWING



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| | | |
|---|--------------|--------------|
| Emory A. Plitt, Jr. (Monday) Bel Air, MD | Content C | Quality A |
|---|--------------|--------------|

| | | |
|---|--------------|--------------|
| Jack Pecoraro (Monday) Springfield, IL | Content C | Quality A |
|---|--------------|--------------|

| | | |
|---------------------------------------|--------------|--------------|
| Paul Coble (Tuesday) Fullerton, CA | Content A | Quality A |
|---------------------------------------|--------------|--------------|

| | | |
|---|--------------|--------------|
| Michael Stone (Tuesday) Pasadena, CA | Content B | Quality A |
|---|--------------|--------------|

| | | |
|---|--------------|--------------|
| Ron Sanchez (Wednesday) Valencia, CA | Content B | Quality A |
|---|--------------|--------------|

Other Remarks (If Any):

| | | |
|---------------------------------|--|----------------------------|
| <input type="checkbox"/> Lawyer | <input checked="" type="checkbox"/> Non-Lawyer | Title (important) SERGEANT |
|---------------------------------|--|----------------------------|

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1. General Impressions of Faculty/Speakers

1 2 3 4 5 6
Very poor faculty Very superior faculty

Comments:

2. What Were:

(a) The major strengths of the program?

Good Research

(b) The major weaknesses of the program?

3. Which Topics Do You Feel Should Have Been Added to or Deleted From the Program?

Less ADVT



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| | | |
|---|--------------|--------------|
| Emory A. Plitt, Jr. (Monday) Bel Air, MD | Content B | Quality B |
|---|--------------|--------------|

JUMPED AROUND TOO MUCH, SOMEWHAT CONFUSING, BUT OVERALL GOOD PRESENTATION

| | | |
|---|--------------|--------------|
| Jack Pecoraro (Monday) Springfield, IL | Content B | Quality B |
|---|--------------|--------------|

Good Presentation Good Content

| | | |
|---------------------------------------|--------------|--------------|
| Paul Coble (Tuesday) Fullerton, CA | Content B | Quality B |
|---------------------------------------|--------------|--------------|

Good Presentation

| | | |
|---|--------------|--------------|
| Michael Stone (Tuesday) Pasadena, CA | Content A | Quality A |
|---|--------------|--------------|

Good Presentation, Good Q & A. Clear Content

| | | |
|---|--------------|--------------|
| Ron Sanchez (Wednesday) Valencia, CA | Content B | Quality B |
|---|--------------|--------------|

Other Remarks (If Any):

| | | |
|---------------------------------|--|-----------------------------------|
| <input type="checkbox"/> Lawyer | <input checked="" type="checkbox"/> Non-Lawyer | Title (important) I.A. Supervisor |
|---------------------------------|--|-----------------------------------|

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1. General Impressions of Faculty/Speakers

1 2 3 4 5 (6) + →
Very poor faculty Very superior faculty

Comments:

THE FACULTY OF AELE ARE THE BEST IN THEIR FIELDS.
IT IS GUARANTEED THAT INSTRUCTORS ATTENDING
AELE COURSES ASPIRE TO BE OF THE CALIBER OF AELE
FACULTY.

2. What Were:

(a) The major strengths of the program?

VERY WELL STRUCTURED COURSE
FROM A DIVERSITY OF BACKGROUNDS AND EXPERTISE.
ALL INSTRUCTORS WERE THE TOPS IN THEIR FIELDS

(b) The major weaknesses of the program?

I COULD NOT FIND ANY WEAKNESSES TO THE PROGRAM,
EXCEPT I WISH IT WAS LONGER.

3. Which Topics Do You Feel Should Have Been Added to or Deleted From the Program?

NONE NOTED. BUT PERHAPS, THE FEDERAL ASPECT
AS IT RELATES TO OUR (LOCAL & COUNTY)
INVESTIGATIONS, AND HAVE THE SEGMENT TAUGHT
BY A FORMER FBI AGENT
OR FEDERAL PROSECUTOR,
IF YOU WANTED TO ADD TO THE COURSE.

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| | | |
|---|----------------|----------------|
| Emory A. Plitt, Jr. (Monday) Bel Air, MD | Content (A) | Quality (A) |
|---|----------------|----------------|

OUTSTANDING, NO NON-SENSE APPROACH TO CASE LAW, THE COURTS, LEGAL PRINCIPLES, AND CASE PREPARATION. THE BACKBONE OF THIS WORKSHOP.

| | | |
|---|----------------|----------------|
| Jack Pecoraro (Monday) Springfield, IL | Content (A) | Quality (A) |
|---|----------------|----------------|

EXCELLENT POINTS COVERED, SPECIFICALLY HE TALKED ABOUT THE TOPICS COMMONLY OVERLOOKED. EXCELLENT PRESENTATION.

| | | |
|---------------------------------------|----------------|----------------|
| Paul Coble (Tuesday) Fullerton, CA | Content (A) | Quality (A) |
|---------------------------------------|----------------|----------------|

MR. COBLE'S PRESENTATION WAS GREAT AND COVERED MAINLY TECHNICAL ASPECTS OF SUBJECT & WITNESS OFFICER INTERVIEWS & STATEMENTS

| | | |
|---|----------------|----------------|
| Michael Stone (Tuesday) Pasadena, CA | Content (A) | Quality (A) |
|---|----------------|----------------|

MR. STONE GAVE AN EXCELLENT PRESENTATION OF THE OFFICER'S BILL OF RIGHTS AND CONSTITUTIONAL NEXUS AS IT RELATES TO OFFICER RIGHTS & INVESTIGATIONS

| | | |
|---|----------------|----------------|
| Ron Sanchez (Wednesday) Valencia, CA | Content (B) | Quality (C) |
|---|----------------|----------------|

COULD BE CONDENSED. SPEAKER DOES WELL WITH TOPIC.

Other Remarks (If Any): EVERY AELE COURSE I HAVE TAKEN HAS BEEN EXCEPTIONAL! VERY QUALIFIED INSTRUCTORS, WITH EXCEPTIONAL TEACHING TECHNIQUES.

| | | |
|---------------------------------|--|----------------------------------|
| <input type="checkbox"/> Lawyer | <input checked="" type="checkbox"/> Non-Lawyer | Title (important) POLICE OFFICER |
|---------------------------------|--|----------------------------------|

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1. General Impressions of Faculty/Speakers

1 2 3 4 5 6
Very poor faculty Very superior faculty

Comments:

2. What Were:

(a) The major strengths of the program?

IT WAS WELL ORGANIZED.
GREAT, GREAT INFORMATION!

(b) The major weaknesses of the program?

NONE

3. Which Topics Do You Feel Should Have Been Added to or Deleted From the Program?



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| | | |
|---|---|---------------------|
| Emory A. Plitt, Jr. (Monday) Bel Air, MD | Content <i>DISC. & INTERNAL INVESTIGATIONS</i> | Quality <i>A</i> |
|---|---|---------------------|

| | | |
|---|---|---------------------|
| Jack Pecoraro (Monday) Springfield, IL | Content <i>ADMINISTRATIVE INVESTIGATIONS</i> | Quality <i>A</i> |
|---|---|---------------------|

| | | |
|---------------------------------------|--|---------------------|
| Paul Coble (Tuesday) Fullerton, CA | Content <i>EMPLOYEE DISCIPLINARY RIGHTS</i> | Quality <i>A</i> |
|---------------------------------------|--|---------------------|

| | | |
|---|----------------------------------|---------------------|
| Michael Stone (Tuesday) Pasadena, CA | Content <i>BILL OF RIGHTS</i> | Quality <i>A</i> |
|---|----------------------------------|---------------------|

| | | |
|---|---|---------------------|
| Ron Sanchez (Wednesday) Valencia, CA | Content <i>IA AND DISC, PROCESS AUDITING</i> | Quality <i>A</i> |
|---|---|---------------------|

Other Remarks (If Any):

| | | |
|---------------------------------|--|-----------------------------------|
| <input type="checkbox"/> Lawyer | <input checked="" type="checkbox"/> Non-Lawyer | Title (important) <i>SERGEANT</i> |
|---------------------------------|--|-----------------------------------|

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1. General Impressions of Faculty/Speakers

1 2 3 4 5 6
Very poor faculty Very superior faculty

Comments:

2. What Were:

(a) The major strengths of the program?

VERY WELL PRESENTED CONTENT.

(b) The major weaknesses of the program?

THE VENUE. I UNDERSTAND THAT THIS SITE WAS LIKELY CHOSEN TO HELP WITH COSTS, BUT CONSIDERATION SHOULD BE GIVEN TO A MORE MODERN & CLEANER HOTEL SITE.

3. Which Topics Do You Feel Should Have Been Added to or Deleted From the Program?



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Please evaluate the content and quality of instruction by speaker. Please rate them with letter grades, using:
[A = Excellent, B = Very Good, C = Satisfactory, D = Poor].

| | | |
|---|---------|---------|
| Emory A. Plitt, Jr. (Monday) Bel Air, MD | Content | Quality |
|---|---------|---------|

B

B

| | | |
|---|---------|---------|
| Jack Pecoraro (Monday) Springfield, IL | Content | Quality |
|---|---------|---------|

A

A

| | | |
|---------------------------------------|---------|---------|
| Paul Coble (Tuesday) Fullerton, CA | Content | Quality |
|---------------------------------------|---------|---------|

A

A

| | | |
|---|---------|---------|
| Michael Stone (Tuesday) Pasadena, CA | Content | Quality |
|---|---------|---------|

A

A

| | | |
|---|---------|---------|
| Ron Sanchez (Wednesday) Valencia, CA | Content | Quality |
|---|---------|---------|

B

B

Other Remarks (If Any):

| | | |
|---------------------------------|--|-------------------------------------|
| <input type="checkbox"/> Lawyer | <input checked="" type="checkbox"/> Non-Lawyer | Title (important) <u>LIEUTENANT</u> |
|---------------------------------|--|-------------------------------------|

Please evaluate the content and quality of instruction by speaker. Please rate them with letter grades, using:
[A = Excellent, B = Very Good, C = Satisfactory, D = Poor].

| | | |
|---|---------------------|---------------------|
| Emory A. Plitt, Jr. (Monday) Bel Air, MD | Content <i>B</i> | Quality <i>B</i> |
|---|---------------------|---------------------|

| | | |
|---|---------------------|---------------------|
| Jack Pecoraro (Monday) Springfield, IL | Content <i>A</i> | Quality <i>A</i> |
|---|---------------------|---------------------|

| | | |
|---------------------------------------|---------------------|---------------------|
| Paul Coble (Tuesday) Fullerton, CA | Content <i>A</i> | Quality <i>A</i> |
|---------------------------------------|---------------------|---------------------|

| | | |
|---|---------------------|---------------------|
| Michael Stone (Tuesday) Pasadena, CA | Content <i>A</i> | Quality <i>A</i> |
|---|---------------------|---------------------|

| | | |
|---|---------------------|---------------------|
| Ron Sanchez (Wednesday) Valencia, CA | Content <i>B</i> | Quality <i>A</i> |
|---|---------------------|---------------------|

Other Remarks (If Any):

*FYI - AELE Website needs revamping. Difficult to search.
Contains fantastic info if you can find it.*

| | | |
|---------------------------------|--|--------------------------------------|
| <input type="checkbox"/> Lawyer | <input checked="" type="checkbox"/> Non-Lawyer | Title (important) <i>Lieutenant.</i> |
|---------------------------------|--|--------------------------------------|

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1. General Impressions of Faculty/Speakers

1 _____ 2 _____ 3 _____ 4 _____ 5 _____ 6 _____
Very poor faculty Very superior faculty

Comments:

2. What Were:

(a) The major strengths of the program? GREAT SPEAKERS

(b) The major weaknesses of the program? -

3. Which Topics Do You Feel Should Have Been Added to or Deleted From the Program?

THE PITFALLS OF AN I.A. WHAT WORKS WHAT DOES NOT
- How TO HANDLE OBNOXIOUS ATTORNEYS



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[A = Excellent, B = Very Good, C = Satisfactory, D = Poor].

| | | |
|--|----------------|----------------|
| Emory A. Plitt, Jr. (Monday) Bel Air, MD | Content | Quality |
|--|----------------|----------------|

A

A

| | | |
|--|----------------|----------------|
| Jack Pecoraro (Monday) Springfield, IL | Content | Quality |
|--|----------------|----------------|

B

B

| | | |
|--|----------------|----------------|
| Paul Coble (Tuesday) Fullerton, CA | Content | Quality |
|--|----------------|----------------|

A

A

| | | |
|--|----------------|----------------|
| Michael Stone (Tuesday) Pasadena, CA | Content | Quality |
|--|----------------|----------------|

A

A

| | | |
|--|----------------|----------------|
| Ron Sanchez (Wednesday) Valencia, CA | Content | Quality |
|--|----------------|----------------|

Other Remarks (If Any):

| | | |
|---------------------------------|--|--|
| <input type="checkbox"/> Lawyer | <input checked="" type="checkbox"/> Non-Lawyer | Title (important) POLICE SERGEANT |
|---------------------------------|--|--|

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1. General Impressions of Faculty/Speakers

1 2 3 4 5 6
Very poor faculty Very superior faculty

Comments: GREAT SPEAKERS, NOT A FAN OF LECTURE CLASSES, BUT THE SPEAKERS KEPT ME INTERESTED. GREAT JOB!

2. What Were:

(a) The major strengths of the program?

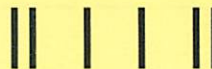
THE KNOWLEDGE AND EXPERIENCE OF THE PRESENTERS

(b) The major weaknesses of the program?

NOT ENOUGH TIME

3. Which Topics Do You Feel Should Have Been Added to or Deleted From the Program?

NEW TO IA NEED MORE OF EVERYTHING.



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24

Please evaluate the content and quality of instruction by speaker. Please rate them with letter grades, using:
[A = Excellent, B = Very Good, C = Satisfactory, D = Poor].

| | | |
|--|----------------------------|----------------------------|
| Emory A. Plitt, Jr. (Monday) Bel Air, MD | Content <i>A</i> | Quality <i>A</i> |
|--|----------------------------|----------------------------|

| | | |
|--|----------------------------|----------------------------|
| Jack Pecoraro (Monday) Springfield, IL | Content <i>A</i> | Quality <i>A</i> |
|--|----------------------------|----------------------------|

| | | |
|--|----------------------------|----------------------------|
| Paul Coble (Tuesday) Fullerton, CA | Content <i>A</i> | Quality <i>A</i> |
|--|----------------------------|----------------------------|

| | | |
|--|----------------------------|----------------------------|
| Michael Stone (Tuesday) Pasadena, CA | Content <i>A</i> | Quality <i>A</i> |
|--|----------------------------|----------------------------|

| | | |
|--|----------------------------|----------------------------|
| Ron Sanchez (Wednesday) Valencia, CA | Content <i>A</i> | Quality <i>A</i> |
|--|----------------------------|----------------------------|

Other Remarks (If Any): *NEED MORE TRAINING.*

| | |
|--|-------------------------------------|
| <input type="checkbox"/> Lawyer <input checked="" type="checkbox"/> Non-Lawyer | Title (important) <i>LIEUTENANT</i> |
|--|-------------------------------------|

AELE Discipline & Internal Investigations Workshop
Las Vegas, Nevada / December 10-12, 2012

Evaluation Form

Instructions: To simplify your evaluation of the program, a linear scale is utilized. Note the two descriptions at each end of the scale; the one at the right for the best rating, and the one at the left for the poorest rating. Circle the number you feel is most appropriate. After you have done this, please write in any additional comments that would help us improve the program.

1. General Impressions of Faculty/Speakers

1 2 3 4 5 (6)
Very poor faculty Very superior faculty

Comments:

Great group speakers; wide range of knowledge and experience.

2. What Were:

(a) The major strengths of the program?

AELE putting together a group w/ such vast knowledge & experience.

(b) The major weaknesses of the program?

N/A

3. Which Topics Do You Feel Should Have Been Added to or Deleted From the Program?

N/A



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| | | |
|---|--------------|--------------|
| Emory A. Plitt, Jr. (Monday) Bel Air, MD | Content A | Quality A |
|---|--------------|--------------|

Very good presentation; informative

| | | |
|---|--------------|--------------|
| Jack Pecoraro (Monday) Springfield, IL | Content A | Quality A |
|---|--------------|--------------|

Very good presentation; lot's of information to take back to my agency. Raised many good questions to get answered back at our Agency

| | | |
|---------------------------------------|--------------|--------------|
| Paul Coble (Tuesday) Fullerton, CA | Content A | Quality A |
|---------------------------------------|--------------|--------------|

Excellent presentation; Valuable information in regards to Administrative Hearings vs. Criminal Proceedings. ~~Good information~~

| | | |
|---|--------------|--------------|
| Michael Stone (Tuesday) Pasadena, CA | Content A | Quality A |
|---|--------------|--------------|

Very good presentation. Some language was attorney/legal language - More directed towards attorneys in class rather than all attendees.

| | | |
|---|--------------|--------------|
| Ron Sanchez (Wednesday) Valencia, CA | Content A | Quality A |
|---|--------------|--------------|

Very good presentation. Good information in regards to Audits & Reviews as managers and Supervisors during Early Warning Systems.

Other Remarks (If Any):

N/A

| | | |
|---------------------------------|--|-------------------------------------|
| <input type="checkbox"/> Lawyer | <input checked="" type="checkbox"/> Non-Lawyer | Title (important) Chief of Security |
|---------------------------------|--|-------------------------------------|

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1. General Impressions of Faculty/Speakers

1 2 3 4 5 6
Very poor faculty Very superior faculty

Comments:

2. What Were:

(a) The major strengths of the program?

information was relevant for all

(b) The major weaknesses of the program?

3. Which Topics Do You Feel Should Have Been Added to or Deleted From the Program?



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| | | |
|---|--------------|--------------|
| Emory A. Plitt, Jr. (Monday) Bel Air, MD | Content A | Quality A |
|---|--------------|--------------|

Information was very interesting

| | | |
|---|--------------|--------------|
| Jack Pecoraro (Monday) Springfield, IL | Content A | Quality A |
|---|--------------|--------------|

good information

| | | |
|---------------------------------------|--------------|--------------|
| Paul Coble (Tuesday) Fullerton, CA | Content A | Quality A |
|---------------------------------------|--------------|--------------|

Good information

| | | |
|---|--------------|--------------|
| Michael Stone (Tuesday) Pasadena, CA | Content B | Quality B |
|---|--------------|--------------|

hard for a non lawyer to follow

| | | |
|---|--------------|--------------|
| Ron Sanchez (Wednesday) Valencia, CA | Content B | Quality B |
|---|--------------|--------------|

learned new information

Other Remarks (If Any):

| | | |
|---------------------------------|--|--|
| <input type="checkbox"/> Lawyer | <input checked="" type="checkbox"/> Non-Lawyer | Title (important) HR Officer Corrections |
|---------------------------------|--|--|

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1. General Impressions of Faculty/Speakers

1 2 3 4 5 6
Very poor faculty Very superior faculty

Comments:

All Speakers were well versed in their respective areas.
The Faculty was highly professional.

2. What Were:

(a) The major strengths of the program?

It's simplicity with regard to keeping the instruction at a level that all could follow and understand.

(b) The major weaknesses of the program?

Didn't really detect any.

3. Which Topics Do You Feel Should Have Been Added to or Deleted From the Program?

A piece of proactiveness in the realm of educating the rank and file regarding discipline process. Getting out in front of trending issue in the area of misconduct that is trending across the country. ex. Contempt of Cop. IA is mostly a reactive unit but there should be a proactive side covering education to reduce complaints. Ethics training. Just my humble opinion...

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| | | |
|---|--------------|--------------|
| Emory A. Plitt, Jr. (Monday) Bel Air, MD | Content A | Quality A |
|---|--------------|--------------|

Judge Plitts was spot on with all his topics.

| | | |
|---|--------------|--------------|
| Jack Pecoraro (Monday) Springfield, IL | Content A | Quality B |
|---|--------------|--------------|

Jack needs more time if he is to work with covering the amount of topic that he has on his plate.

| | | |
|---------------------------------------|--------------|--------------|
| Paul Coble (Tuesday) Fullerton, CA | Content A | Quality A |
|---------------------------------------|--------------|--------------|

Very, Very Knowledgeable Guy. Knew his stuff from a practical and academic point of view.

| | | |
|---|--------------|--------------|
| Michael Stone (Tuesday) Pasadena, CA | Content A | Quality B |
|---|--------------|--------------|

Mike had good relevant topics to teach but he jumped around a little and went all over with his powerpoint then had to flip through them quickly to stay on time.

| | | |
|---|--------------|--------------|
| Ron Sanchez (Wednesday) Valencia, CA | Content A | Quality A |
|---|--------------|--------------|

Good speaker, had relevant subject matter to ensure that the IA investigation one thoroughly completed.

Other Remarks (If Any):

Regarding quality of facilities. Hotel rooms were slightly below average. ~~about~~ The quality of the cleaning of the rooms, super dirty sinks and in both room, moldy ^{tub} ~~tubs~~, poorly draining sinks. Just not on same level as school.

| | | |
|---------------------------------|--|------------------------|
| <input type="checkbox"/> Lawyer | <input checked="" type="checkbox"/> Non-Lawyer | Title (important) Yes. |
|---------------------------------|--|------------------------|

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1. General Impressions of Faculty/Speakers

1 2 3 4 5 6
Very poor faculty Very superior faculty

(X is circled around the number 5)

Comments:

2. What Were:

(a) The major strengths of the program?

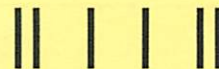
IA info was great.

(b) The major weaknesses of the program?

The overview given by Judge Platt at the beginning was disjointed - needed to be pulled together with more formality.

3. Which Topics Do You Feel Should Have Been Added to or Deleted From the Program?

I would have liked to receive more info on the disciplinary process - regarding intracacies and current case review.



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|---|--------------|--------------|
| Emory A. Plitt, Jr. (Monday) Bel Air, MD | Content C | Quality C |
|---|--------------|--------------|

Good content - hard to follow w/out more sense of direction.
(we jumped around a lot in book).
Good.

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|---|--------------|--------------|
| Jack Pecoraro (Monday) Springfield, IL | Content B | Quality B |
|---|--------------|--------------|

Lots of info - well laid out. This was a good overview.
Good stuff!

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|---------------------------------------|--------------|--------------|
| Paul Coble (Tuesday) Fullerton, CA | Content B | Quality B |
|---------------------------------------|--------------|--------------|

Great info - presented in a very understandable format.
Very useful and well laid out info.

| | | |
|---|--------------|--------------|
| Michael Stone (Tuesday) Pasadena, CA | Content B | Quality B |
|---|--------------|--------------|

Really well presented - info was applicable.

| | | |
|---|--------------|--------------|
| Ron Sanchez (Wednesday) Valencia, CA | Content A | Quality A |
|---|--------------|--------------|

Great presentation - lots of useful information and input.

Other Remarks (If Any):

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|---------------------------------|--|---------------------------|
| <input type="checkbox"/> Lawyer | <input checked="" type="checkbox"/> Non-Lawyer | Title (important) CAPTAIN |
|---------------------------------|--|---------------------------|

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1. General Impressions of Faculty/Speakers

1 2 3 4 5 (6)
Very poor faculty Very superior faculty

Comments: EXCELLENT SPEAKERS WHO CLEARLY HAVE A WEALTH OF EXPERIENCE AND KNOWLEDGE.

2. What Were:

(a) The major strengths of the program? GREAT SPEAKERS.

(b) The major weaknesses of the program? WOULD LIKE TO SEE INSTRUCTIONS USE MORE SPECIFIC EXAMPLES OF EMPLOYEE DISCIPLINE.

3. Which Topics Do You Feel Should Have Been Added to or Deleted From the Program?

N/A



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| | | |
|---|--------------|--------------|
| Emory A. Plitt, Jr. (Monday) Bel Air, MD | Content A | Quality A |
|---|--------------|--------------|

| | | |
|---|--------------|--------------|
| Jack Pecoraro (Monday) Springfield, IL | Content A | Quality A |
|---|--------------|--------------|

| | | |
|---------------------------------------|--------------|--------------|
| Paul Coble (Tuesday) Fullerton, CA | Content A | Quality A |
|---------------------------------------|--------------|--------------|

| | | |
|---|--------------|--------------|
| Michael Stone (Tuesday) Pasadena, CA | Content A | Quality A |
|---|--------------|--------------|

| | | |
|---|--------------|--------------|
| Ron Sanchez (Wednesday) Valencia, CA | Content A | Quality A |
|---|--------------|--------------|

Other Remarks (If Any):

| | |
|--|--|
| <input type="checkbox"/> Lawyer <input checked="" type="checkbox"/> Non-Lawyer | Title (important) <i>POLICE SERGEANT</i> |
|--|--|