



July 21, 2009

Mr. John Abbott
State of West Virginia
Division of Corrections
112 California Avenue
Charleston, West Virginia 25305

Re: RFQ COR61422

Dear Mr. Abbott:

Attached is the bid of GenForce Personnel Services, LLC, to the Division of Corrections' RFQ for pre-employment screening instruments and training of staff to use those instruments. Enclosed with the bid is a brief statement of qualifications of GenForce Personnel Services, LLC, to perform the services requested by the RFQ.

Site locations will be determined by a needs assessment at the first meeting with the Division of Corrections. The convenience of the Division will be the primary consideration.

GenForce Personnel Services, LLC, will follow CLEA and IACP Guidelines for pre-employment psychological assessments. More information about the latter can be found online at http://www.theiacp.org/psych_services_section/.

I appreciate the opportunity to submit this bid, and look forward to hearing from you.

Sincerely yours,

A handwritten signature in black ink, appearing to read "Gary Rogers".

Gary Rogers, Ph.D.
Managing Partner

GR/mg

Enclosures: 1. Corporate Capability
2. RFQ COR61422 forms



State of West Virginia
Department of Administration
Purchasing Division
2019 Washington Street East
Post Office Box 50130
Charleston, WV 25305-0130

Request for Quotation

RFQ NUMBER
COR61422

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1

ADDRESS CORRESPONDENCE TO ATTENTION OF
JOHN ABBOTT 304-558-2544

RFQ COPY

TYPE NAME/ADDRESS HERE

Genforce Personnel Services, LLC
34 Oak Street
East Ellijay, GA 30540

DIVISION OF CORRECTIONS
VARIOUS LOCALES AS INDICATED
BY ORDER

DATE PRINTED	TERMS OF SALE	SHIP VIA	FOB	FREIGHT TERMS
07/06/2009				

BID OPENING DATE: 07/21/2009 BID OPENING TIME 01:30PM

LINE	QUANTITY	UOP	CAT NO	ITEM NUMBER	UNIT PRICE	AMOUNT
0001	1	LS		961-20-00-100	\$ 65	
PRE-EMPLOYMENT SCREENING INSTRUMENTS						
per screening instrument						
OPEN-END CONTRACT TO PROVIDE PRE-EMPLOYMENT SCREENING INSTRUMENTS TO THE WEST VIRGINIA DIVISION OF CORRECTIONS, AND OTHER RELATED AGENCIES, PER THE SPECIFICATIONS.						
EXHIBIT 3						
LIFE OF CONTRACT: THIS CONTRACT BECOMES EFFECTIVE ON AND EXTENDS FOR A PERIOD OF ONE (1) YEAR OR UNTIL SUCH "REASONABLE TIME" THEREAFTER AS IS NECESSARY TO OBTAIN A NEW CONTRACT OR RENEW THE ORIGINAL CONTRACT. THE "REASONABLE TIME" PERIOD SHALL NOT EXCEED TWELVE (12) MONTHS. DURING THIS "REASONABLE TIME" THE VENDOR MAY TERMINATE THIS CONTRACT FOR ANY REASON UPON GIVING THE DIRECTOR OF PURCHASING 30 DAYS WRITTEN NOTICE.						
UNLESS SPECIFIC PROVISIONS ARE STIPULATED ELSEWHERE IN THIS CONTRACT DOCUMENT, THE TERMS, CONDITIONS AND PRICING SET HEREIN ARE FIRM FOR THE LIFE OF THE CONTRACT.						
RENEWAL: THIS CONTRACT MAY BE RENEWED UPON THE MUTUAL WRITTEN CONSENT OF THE SPENDING UNIT AND VENDOR, SUBMITTED TO THE DIRECTOR OF PURCHASING THIRTY (30) DAYS PRIOR TO THE EXPIRATION DATE. SUCH RENEWAL SHALL BE IN ACCORDANCE WITH THE TERMS AND CONDITIONS OF THE ORIGINAL CONTRACT AND SHALL BE LIMITED TO TWO (2) ONE (1) YEAR PERIODS.						

RECEIVED

2009 JUL 21 A 9:48

PURCHASING DIVISION
STATE OF WV

SEE REVERSE SIDE FOR TERMS AND CONDITIONS

SIGNATURE	TELEPHONE	DATE
	706-636-5679	July 21, 2009
TITLE	FEIN	ADDRESS CHANGES TO BE NOTED ABOVE
Managing Partner and	58-2128471	

WHEN RESPONDING TO RFQ, INSERT NAME AND ADDRESS IN SPACE ABOVE LABELED 'VENDOR'

licensed psychologist, Police and Public Safety Psychology

**GENERAL TERMS & CONDITIONS
REQUEST FOR QUOTATION (RFQ) AND REQUEST FOR PROPOSAL (RFP)**

1. Awards will be made in the best interest of the State of West Virginia.
2. The State may accept or reject in part, or in whole, any bid.
3. All quotations are governed by the *West Virginia Code* and the *Legislative Rules* of the Purchasing Division.
4. Prior to any award, the apparent successful vendor must be properly registered with the Purchasing Division and have paid the required \$125 fee.
5. All services performed or goods delivered under State Purchase Order/Contracts are to be continued for the term of the Purchase Order/Contracts, contingent upon funds being appropriated by the Legislature or otherwise being made available. In the event funds are not appropriated or otherwise available for these services or goods, this Purchase Order/Contract becomes void and of no effect after June 30.
6. Payment may only be made after the delivery and acceptance of goods or services.
7. Interest may be paid for late payment in accordance with the *West Virginia Code*.
8. Vendor preference will be granted upon written request in accordance with the *West Virginia Code*.
9. The State of West Virginia is exempt from federal and state taxes and will not pay or reimburse such taxes.
10. The Director of Purchasing may cancel any Purchase Order/Contract upon 30 days written notice to the seller.
11. The laws of the State of West Virginia and the *Legislative Rules* of the Purchasing Division shall govern all rights and duties under the Contract, including without limitation the validity of this Purchase Order/Contract.
12. Any reference to automatic renewal is hereby deleted. The Contract may be renewed only upon mutual written agreement of the parties.
13. **BANKRUPTCY:** In the event the vendor/contractor files for bankruptcy protection, the State may deem this contract null and void, and terminate such contract without further order.
14. **HIPAA BUSINESS ASSOCIATE ADDENDUM:** The West Virginia State Government HIPAA Business Associate Addendum (BAA), approved by the Attorney General, and available online at the Purchasing Division's web site (<http://www.state.wv.us/admin/purchase/vrc/hipaa.htm>) is hereby made part of the agreement. Provided that, the Agency meets the definition of a Cover Entity (45 CFR §160.103) and will be disclosing Protected Health Information (45 CFR §160.103) to the vendor.
15. **WEST VIRGINIA ALCOHOL & DRUG-FREE WORKPLACE ACT:** If this Contract constitutes a public improvement construction contract as set forth in Article 1D, Chapter 21 of the West Virginia Code ("The West Virginia Alcohol and Drug-Free Workplace Act"), then the following language shall hereby become part of this Contract: "The contractor and its subcontractors shall implement and maintain a written drug-free workplace policy in compliance with the West Virginia Alcohol and Drug-Free Workplace Act, as set forth in Article 1D, Chapter 21 of the West Virginia Code. The contractor and its subcontractors shall provide a sworn statement in writing, under the penalties of perjury, that they maintain a valid drug-free work place policy in compliance with the West Virginia and Drug-Free Workplace Act. It is understood and agreed that this Contract shall be cancelled by the awarding authority if the Contractor: 1) Fails to implement its drug-free workplace policy; 2) Fails to provide information regarding implementation of the contractor's drug-free workplace policy at the request of the public authority; or 3) Provides to the public authority false information regarding the contractor's drug-free workplace policy."

INSTRUCTIONS TO BIDDERS

1. Use the quotation forms provided by the Purchasing Division.
2. **SPECIFICATIONS:** Items offered must be in compliance with the specifications. Any deviation from the specifications must be clearly indicated by the bidder. Alternates offered by the bidder as **EQUAL** to the specifications must be clearly defined. A bidder offering an alternate should attach complete specifications and literature to the bid. The Purchasing Division may waive minor deviations to specifications.
3. Complete all sections of the quotation form.
4. Unit prices shall prevail in case of discrepancy.
5. All quotations are considered F.O.B. destination unless alternate shipping terms are clearly identified in the quotation.
6. **BID SUBMISSION:** All quotations must be delivered by the bidder to the office listed below prior to the date and time of the bid opening. Failure of the bidder to deliver the quotations on time will result in bid disqualifications: Department of Administration, Purchasing Division, 2019 Washington Street East, P.O. Box 50130, Charleston, WV 25305-0130



State of West Virginia
Department of Administration
Purchasing Division
2019 Washington Street East
Post Office Box 50130
Charleston, WV 25305-0130

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ADDRESS CORRESPONDENCE TO ATTENTION OF:

JOHN ABBOTT
304-558-2544

RFQ COPY

TYPE NAME/ADDRESS HERE

GenForce Personnel Services, LLC
34 Oak Street
East Ellijay, Georgia 30540

DIVISION OF CORRECTIONS
VARIOUS LOCALES AS INDICATED
BY ORDER

DATE PRINTED	TERMS OF SALE	SHIP VIA	F.O.B.	FREIGHT TERMS
07/06/2009				

BID OPENING DATE:

07/21/2009

BID OPENING TIME

01:30PM

LINE	QUANTITY	UOP	CAT NO	ITEM NUMBER	UNIT PRICE	AMOUNT
<p>CANCELLATION: THE DIRECTOR OF PURCHASING RESERVES THE RIGHT TO CANCEL THIS CONTRACT IMMEDIATELY UPON WRITTEN NOTICE TO THE VENDOR IF THE COMMODITIES AND/OR SERVICES SUPPLIED ARE OF AN INFERIOR QUALITY OR DO NOT CONFORM TO THE SPECIFICATIONS OF THE BID AND CONTRACT HEREIN.</p> <p>OPEN MARKET CLAUSE: THE DIRECTOR OF PURCHASING MAY AUTHORIZE A SPENDING UNIT TO PURCHASE ON THE OPEN MARKET, WITHOUT THE FILING OF A REQUISITION OR COST ESTIMATE, ITEMS SPECIFIED ON THIS CONTRACT FOR IMMEDIATE DELIVERY IN EMERGENCIES DUE TO UNFORESEEN CAUSES (INCLUDING BUT NOT LIMITED TO DELAYS IN TRANSPORTATION OR AN UNANTICIPATED INCREASE IN THE VOLUME OF WORK.)</p> <p>QUANTITIES: QUANTITIES LISTED IN THE REQUISITION ARE APPROXIMATIONS ONLY, BASED ON ESTIMATES SUPPLIED BY THE STATE SPENDING UNIT. IT IS UNDERSTOOD AND AGREED THAT THE CONTRACT SHALL COVER THE QUANTITIES ACTUALLY ORDERED FOR DELIVERY DURING THE TERM OF THE CONTRACT, WHETHER MORE OR LESS THAN THE QUANTITIES SHOWN.</p> <p>ORDERING PROCEDURE: SPENDING UNIT(S) SHALL ISSUE A WRITTEN STATE CONTRACT ORDER (FORM NUMBER WV-39) TO THE VENDOR FOR COMMODITIES COVERED BY THIS CONTRACT. THE ORIGINAL COPY OF THE WV-39 SHALL BE MAILED TO THE VENDOR AS AUTHORIZATION FOR SHIPMENT, A SECOND COPY MAILED TO THE PURCHASING DIVISION, AND A THIRD COPY RETAINED BY THE SPENDING UNIT.</p> <p>BANKRUPTCY: IN THE EVENT THE VENDOR/CONTRACTOR FILES FOR BANKRUPTCY PROTECTION, THE STATE MAY DEEM THE CONTRACT NULL AND VOID, AND TERMINATE SUCH CONTRACT WITHOUT FURTHER ORDER.</p>						

SEE REVERSE SIDE FOR TERMS AND CONDITIONS

SIGNATURE	TELEPHONE	DATE
	(706) 636-5679	July 21, 2009
TITLE	FERN	ADDRESS CHANGES TO BE NOTED ABOVE
Managing Partner	58-2128471	

WHEN RESPONDING TO RFQ, INSERT NAME AND ADDRESS IN SPACE ABOVE LABELED 'VENDOR'



State of West Virginia
Department of Administration
Purchasing Division
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Post Office Box 50130
Charleston, WV 25305-0130

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JOHN ABBOTT 304-558-2544

V E N D O R	RFQ COPY TYPE NAME/ADDRESS HERE
	GenForce Personnel Services, LLC 34 Oak Street East Ellijay, Georgia 30540

S H I P T O	DIVISION OF CORRECTIONS VARIOUS LOCALES AS INDICATED BY ORDER
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DATE PRINTED	TERMS OF SALE	SHIP VIA	F.O.B.	FREIGHT TERMS		
07/06/2009						
BID OPENING DATE: 07/21/2009		BID OPENING TIME 01:30PM				
LINE	QUANTITY	UOP	CAT NO	ITEM NUMBER	UNIT PRICE	AMOUNT
<p>THE TERMS AND CONDITIONS CONTAINED IN THIS CONTRACT SHALL SUPERSEDE ANY AND ALL SUBSEQUENT TERMS AND CONDITIONS WHICH MAY APPEAR ON ANY ATTACHED PRINTED DOCUMENTS SUCH AS PRICE LISTS, ORDER FORMS, SALES AGREEMENTS OR MAINTENANCE AGREEMENTS, INCLUDING ANY ELECTRONIC MEDIUM SUCH AS CD-ROM.</p> <p>REV. 05/26/2009</p> <p>EXHIBIT 4</p> <p>LOCAL GOVERNMENT BODIES: UNLESS THE VENDOR INDICATES IN THE BID HIS REFUSAL TO EXTEND THE PRICES, TERMS, AND CONDITIONS OF THE BID TO COUNTY, SCHOOL, MUNICIPAL AND OTHER LOCAL GOVERNMENT BODIES, THE BID SHALL EXTEND TO POLITICAL SUBDIVISIONS OF THE STATE OF WEST VIRGINIA. IF THE VENDOR DOES NOT WISH TO EXTEND THE PRICES, TERMS, AND CONDITIONS OF THE BID TO ALL POLITICAL SUBDIVISIONS OF THE STATE, THE VENDOR MUST CLEARLY INDICATE SUCH REFUSAL IN HIS BID. SUCH REFUSAL SHALL NOT PREJUDICE THE AWARD OF THIS CONTRACT IN ANY MANNER.</p> <p>REV. 3/88</p> <p>NOTICE</p> <p>A SIGNED BID MUST BE SUBMITTED TO:</p> <p>DEPARTMENT OF ADMINISTRATION PURCHASING DIVISION BUILDING 15 2019 WASHINGTON STREET, EAST CHARLESTON, WV 25305-0130</p>						
SEE REVERSE SIDE FOR TERMS AND CONDITIONS						
SIGNATURE			TELEPHONE (706) 636-5679		DATE July 21, 2009	
TITLE Managing Partner			FAX 58-2128471		ADDRESS CHANGES TO BE NOTED ABOVE	

WHEN RESPONDING TO RFQ, INSERT NAME AND ADDRESS IN SPACE ABOVE LABELED 'VENDOR'



State of West Virginia
Department of Administration
Purchasing Division
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Post Office Box 50130
Charleston, WV 25305-0130

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JOHN ABBOTT 304-558-2544

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34 Oak Street
East Ellijay, Georgia 30540

DIVISION OF CORRECTIONS
VARIOUS LOCALES AS INDICATED
BY ORDER

DATE PRINTED	TERMS OF SALE	SHIP VIA	F.O.B.	FREIGHT TERMS
07/06/2009				

BID OPENING DATE: 07/21/2009 BID OPENING TIME 01:30PM

LINE	QUANTITY	UOP	CAT NO	ITEM NUMBER	UNIT PRICE	AMOUNT
THE BID SHOULD CONTAIN THIS INFORMATION ON THE FACE OF THE ENVELOPE OR THE BID MAY NOT BE CONSIDERED:						
SEALED BID						
BUYER:				JOHN ABBOTT (32)		
RFQ. NO.:				COR61422		
BID OPENING DATE:				7/21/2009		
BID OPENING TIME:				1:30 PM		
PLEASE PROVIDE A FAX NUMBER IN CASE IT IS NECESSARY TO CONTACT YOU REGARDING YOUR BID:						
				Fax: (706) 636-5680		
CONTACT PERSON (PLEASE PRINT CLEARLY):						
				Gary Rogers, Ph.D.		
***** THIS IS THE END OF RFQ COR61422 ***** TOTAL:						\$65.00 per assessment

SEE REVERSE SIDE FOR TERMS AND CONDITIONS		
SIGNATURE	TELEPHONE	DATE
	(706) 636-5679	July 21, 2009
TITLE	FAX	ADDRESS CHANGES TO BE NOTED ABOVE
Managing Partner	58-2128471	

WHEN RESPONDING TO RFQ, INSERT NAME AND ADDRESS IN SPACE ABOVE LABELED 'VENDOR'

The West Virginia Division of Corrections is in need of a Corrections Selection Inventory pre-employment Screening Program. We have identified Insight Worldwide products or equal as the one that could meet our needs.

Enclosed are the minimum acceptable requirements that shall be bid:

Meets Spec

Yes No

- | | | | |
|---|--|------------|----------------|
| 1 | Vendor must provide comprehensive on-line psychological/behavioral hiring assessment instrument that has been validated, tested & developed specifically for correctional officers. Must include a situational judgment component that includes a measurement for core competencies including: respect for authority, self esteem, work ethic, cooperation/teamwork, self control, attention to detail, dependability, principled behavior, communication skills and stability. Must include an electronic results mechanism in a format acceptable to the WV Division of Corrections, Regional Jails and Corrections Facility Authority, Division of Juvenile Services and the West Virginia Division of Personnel. | X
_____ | _____
_____ |
| 2 | All test results must be made available upon demand to Central Office - Human Resources, within the Division of Corrections (and their facilities), Regional Jails and Correctional Facility Authority Central Office, and the Division of Juvenile Services Central Office. | X
_____ | _____
_____ |
| 3 | Must provide for access to approximately 60 user sites. | X
_____ | _____
_____ |
| 4 | Overall assessment results must be provided to Division of Personnel electronically. | X
_____ | _____
_____ |
| 5 | Results must be received electronically as soon as test is submitted to Vendor. | X
_____ | _____
_____ |
| 6 | Vendor will provide training to all required staff upon installation of system. | X
_____ | _____
_____ |
| 7 | Assessment must include categories reflecting aggressive behaviors and tendencies and have Prison Rape Elimination Act (PREA) propensity related questions as well as a situational judgment component with interview questions. | X
_____ | _____
_____ |

- | | | | |
|----|---|------------------|-------------------|
| 8 | Assessment must include an overt, counterproductive behavioral scale to identify applicants with propensity for workers' compensation fraud, illegal drug use, job dependability, theft and violence. | <u> X </u> | <u> </u> |
| 9 | Vendor must be able to ensure an applicant for employment cannot take the assessment instrument more frequently than one (1) time a year. | <u> X </u> | <u> </u> |
| 10 | Program must include an electronic scoring filter to identify top percentages of qualified applicants. | <u> X </u> | <u> </u> |
| 11 | Applicant results pages must include an applicants overall success potential with an overall score (numeric). | <u> X </u> | <u> </u> |
| 12 | Vendor shall provide free training of the program at no additional cost to each correctional facility. | <u> X </u> | <u> </u> |
| 13 | Vendor shall provide on-line structured behavioral interview questions based on applicant-specific scoring results. | <u> X </u> | <u> </u> |
| 14 | Assessment must identify if an applicant meets specific job requirements. | <u> X </u> | <u> </u> |
| 15 | Assessment must include a retention scale index to identify an applicant's likelihood of being committed and remaining with our organization. | <u> X </u> | <u> </u> |
| 16 | Assessment must include a social desirability scale to make sure applicant has responded to the questions in a forthright and realistic manner. | <u> X </u> | <u> </u> |

COR61422 - Bid Form			
Description	Estimated Order Qty.	Unit Price	Extended Total
Hosting Fee - Monthly - For Entire Agency	12 Months	\$ 100	\$ 1,200
One Set-Up Fee	1	\$ 1,650	\$ 1,650
One-Time Location Fee-Per Location	14	\$ 100	\$ 1,400
Test Cost Per Applicant	5,000	\$ 65	\$ 325,000
CSI Plus Program Per Applicant *	5,000	\$ 400	\$ 400
24/7 Support	12 Months	\$ 200	\$ 2,400
* Option A: Optional All Inclusive Package Per Month	12 Months	\$ 27,500	\$ 330,000
Failure to use this form may result in disqualification		Grand Total	\$ 332,050
Bidder / Vendor Information: Name: <u>GenForce Personnel Services, LLC</u> Address: <u>34 Oak Street</u> <u>East Ellijay, Georgia 30540</u> Phone#: <u>(706) 636-5679</u> Email Address: <u>garyrogers@gbhs.com</u>			
Contract Coordinator Information: Name: <u>Gary Rogers</u> Address: <u>34 Oak Street</u> <u>East Ellijay, Georgia 30540</u> Phone#: <u>(706) 636-5679</u> Email Address: <u>garyrogers@gbhs.com</u>			
<small>* Option A: Bidder shall provide an all inclusive monthly fee assuming a minimum of 3,000 applicants per year - all fees shall be included in the monthly price - no set up fees, program fees, etc shall be bid separately.</small>			

* To be posted on line and available for download

VENDOR PREFERENCE CERTIFICATE

Certification and application* is hereby made for Preference in accordance with *West Virginia Code*, §5A-3-37. (Does not apply to construction contracts). *West Virginia Code*, §5A-3-37, provides an opportunity for qualifying vendors to request (at the time of bid) preference for their residency status. Such preference is an evaluation method only and will be applied only to the cost bid in accordance with the *West Virginia Code*. This certificate for application is to be used to request such preference. The Purchasing Division will make the determination of the Resident Vendor Preference, if applicable.

1. Application is made for 2.5% resident vendor preference for the reason checked:
☐ Bidder is an individual resident vendor and has resided continuously in West Virginia for four (4) years immediately preceding the date of this certification; or,
☐ Bidder is a partnership, association or corporation resident vendor and has maintained its headquarters or principal place of business continuously in West Virginia for four (4) years immediately preceding the date of this certification; or 80% of the ownership interest of Bidder is held by another individual, partnership, association or corporation resident vendor who has maintained its headquarters or principal place of business continuously in West Virginia for four (4) years immediately preceding the date of this certification; or,
☐ Bidder is a nonresident vendor which has an affiliate or subsidiary which employs a minimum of one hundred state residents and which has maintained its headquarters or principal place of business within West Virginia continuously for the four (4) years immediately preceding the date of this certification; or,
2. Application is made for 2.5% resident vendor preference for the reason checked:
☐ Bidder is a resident vendor who certifies that, during the life of the contract, on average at least 75% of the employees working on the project being bid are residents of West Virginia who have resided in the state continuously for the two years immediately preceding submission of this bid; or,
3. Application is made for 2.5% resident vendor preference for the reason checked:
☐ Bidder is a nonresident vendor employing a minimum of one hundred state residents or is a nonresident vendor with an affiliate or subsidiary which maintains its headquarters or principal place of business within West Virginia employing a minimum of one hundred state residents who certifies that, during the life of the contract, on average at least 75% of the employees or Bidder's affiliate's or subsidiary's employees are residents of West Virginia who have resided in the state continuously for the two years immediately preceding submission of this bid; or,
4. Application is made for 5% resident vendor preference for the reason checked:
☐ Bidder meets either the requirement of both subdivisions (1) and (2) or subdivision (1) and (3) as stated above; or,
5. Application is made for 3.5% resident vendor preference who is a veteran for the reason checked:
☐ Bidder is an individual resident vendor who is a veteran of the United States armed forces, the reserves or the National Guard and has resided in West Virginia continuously for the four years immediately preceding the date on which the bid is submitted; or,
6. Application is made for 3.5% resident vendor preference who is a veteran for the reason checked:
☐ Bidder is a resident vendor who is a veteran of the United States armed forces, the reserves or the National Guard, if, for purposes of producing or distributing the commodities or completing the project which is the subject of the vendor's bid and continuously over the entire term of the project, on average at least seventy-five percent of the vendor's employees are residents of West Virginia who have resided in the state continuously for the two immediately preceding years.

Bidder understands if the Secretary of Revenue determines that a Bidder receiving preference has failed to continue to meet the requirements for such preference, the Secretary may order the Director of Purchasing to: (a) reject the bid; or (b) assess a penalty against such Bidder in an amount not to exceed 5% of the bid amount and that such penalty will be paid to the contracting agency or deducted from any unpaid balance on the contract or purchase order.

By submission of this certificate, Bidder agrees to disclose any reasonably requested information to the Purchasing Division and authorizes the Department of Revenue to disclose to the Director of Purchasing appropriate information verifying that Bidder has paid the required business taxes, provided that such information does not contain the amounts of taxes paid nor any other information deemed by the Tax Commissioner to be confidential.

Under penalty of law for false swearing (*West Virginia Code*, §61-5-3), Bidder hereby certifies that this certificate is true and accurate in all respects; and that if a contract is issued to Bidder and if anything contained within this certificate changes during the term of the contract, Bidder will notify the Purchasing Division in writing immediately.

Bidder: GenForce Personnel Services, LLC Signed: 

Date: July 21, 2009

Title: Managing Partner and Licensed Psychologist,
Police and Public Safety Psychology

*Check any combination of preference consideration(s) indicated above, which you are entitled to receive.

STATE OF WEST VIRGINIA
Purchasing Division**PURCHASING AFFIDAVIT****VENDOR OWING A DEBT TO THE STATE:**

West Virginia Code §5A-3-10a provides that: No contract or renewal of any contract may be awarded by the state or any of its political subdivisions to any vendor or prospective vendor when the vendor or prospective vendor or a related party to the vendor or prospective vendor is a debtor and the debt owed is an amount greater than one thousand dollars in the aggregate.

PUBLIC IMPROVEMENT CONTRACTS & DRUG-FREE WORKPLACE ACT:

If this is a solicitation for a public improvement construction contract, the vendor, by its signature below, affirms that it has a written plan for a drug-free workplace policy in compliance with Article 1D, Chapter 21 of the *West Virginia Code*. The vendor must make said affirmation with its bid submission. Further, public improvement construction contract may not be awarded to a vendor who does not have a written plan for a drug-free workplace policy in compliance with Article 1D, Chapter 21 of the *West Virginia Code* and who has not submitted that plan to the appropriate contracting authority in timely fashion. For a vendor who is a subcontractor, compliance with Section 5, Article 1D, Chapter 21 of the *West Virginia Code* may take place before their work on the public improvement is begun.

ANTITRUST:

In submitting a bid to any agency for the state of West Virginia, the bidder offers and agrees that if the bid is accepted the bidder will convey, sell, assign or transfer to the state of West Virginia all rights, title and interest in and to all causes of action it may now or hereafter acquire under the antitrust laws of the United States and the state of West Virginia for price fixing and/or unreasonable restraints of trade relating to the particular commodities or services purchased or acquired by the state of West Virginia. Such assignment shall be made and become effective at the time the purchasing agency tenders the initial payment to the bidder.

I certify that this bid is made without prior understanding, agreement, or connection with any corporation, firm, limited liability company, partnership or person or entity submitting a bid for the same materials, supplies, equipment or services and is in all respects fair and without collusion or fraud. I further certify that I am authorized to sign the certification on behalf of the bidder or this bid.

LICENSING:

Vendors must be licensed and in good standing in accordance with any and all state and local laws and requirements by any state or local agency of West Virginia, including, but not limited to, the West Virginia Secretary of State's Office, the West Virginia Tax Department, West Virginia Insurance Commission, or any other state agencies or political subdivision. Furthermore, the vendor must provide all necessary releases to obtain information to enable the Director or spending unit to verify that the vendor is licensed and in good standing with the above entities.

CONFIDENTIALITY:

The vendor agrees that he or she will not disclose to anyone, directly or indirectly, any such personally identifiable information or other confidential information gained from the agency, unless the individual who is the subject of the information consents to the disclosure in writing or the disclosure is made pursuant to the agency's policies, procedures and rules. Vendor further agrees to comply with the Confidentiality Policies and Information Security Accountability Requirements, set forth in <http://www.state.wv.us/admin/purchase/privacy/noticeConfidentiality.pdf>.

Under penalty of law for false swearing (*West Virginia Code* §61-5-3), it is hereby certified that the vendor affirms and acknowledges the information in this affidavit and is in compliance with the requirements as stated.

Vendor's Name: GenForce Personnel Services, LLC

Authorized Signature: _____

Date: July 21, 2009

Purchasing Affidavit (Revised 01/01/09)

Gary Rogers

Corporate Capability



34 Oak Street
East Ellijay, Georgia 30540
(706) 636-5679
Fax: (706) 636-5680
Contact: Gary Rogers, Ph.D.
garyrogers@gbhs.com

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Company Information

Gen**Force** Personnel Services, LLC, is a wholly owned subsidiary of Genesis Behavioral Health Care Services, Inc. ("GENESIS"), which was incorporated in 1992 in the state of Georgia.

EIN: 58-2128471
DUNS: 090006771
NAICS: 621112, 621330
CAGE: 4NB06

Corporate Experience

GENESIS and its two subsidiaries, The Center for Traumatic Stress and **GENFORCE** Personnel Services, LLC, have become primary resources for information about high-quality mental-health assessments, treatment, and care for the judicial system, corporations, medical practitioners, educators, counselors, and families. In the sixteen years of its existence, **GENFORCE** has concentrated on providing services specifically to the high-risk occupations of public safety.

GENFORCE Personnel Services, LLC, would like to provide its expertise to the State of West Virginia Division of Corrections. The **GENFORCE** model for pre-employment psychological assessments meets all the requirements for the Commission on Law Enforcement Accreditation (CALEA), and follows the guidelines established by the International Association of Chiefs of Police, Police Psychological Services Section, including:

- Guidelines for Consulting Police Psychologists
- Pre-employment Psychological Evaluation Services Guidelines
- Psychological Fitness-for-Duty Evaluation Guidelines
- Guidelines for Consulting Police Psychologists
- Officer-Involved Shooting Guidelines
- Peer Support Guidelines.

GENFORCE psychologists also have sufficient malpractice insurance; understand confidentiality requirements; and abide by the APA and Federal Health Insurance Portability and Accountability Act of 1966, relevant State psychology board regulations, and the guidelines of the Police Psychological Services Section of the International Association of Chiefs of Police.

GENFORCE uses cutting edge technology to provide affordable, court-defensible methods of selecting, testing, and preparing the very best law enforcement officers for their careers; as well as for debriefing them subsequent to their involvement in traumatic situations and events. The organization has an extensive history of providing high-quality assessments and direct personal services to agencies in hiring applicants for high-risk positions. The

GENFORCE database currently contains records of more than 29,000 police, fire, public safety, forensic, corrections, education, and medical personnel.

The GENESIS group of companies provides the following psychological services:

- General counseling
- Assessment of candidates for employment, elevation in rank, etc.
- Case consultation
- Conflict resolution
- Hostage negotiation
- Duty status examinations
- Critical incident workshops and counseling
- Critical incident response teams
- Pre-hire and special team selection(s)
- Individual and group treatment for mental health professionals.

GENESIS works with law enforcement and other agencies, and its CEO, Dr. Gary Rogers, is a Professional Instructor for the State of Georgia Peace Officer Standards and Training Council.

All the resources of GENESIS and its two subsidiaries would be available to undergird the contract with the West Virginia Division of Corrections.

Clients

GENFORCE has conducted pre-employment psychological assessments, fitness for duty assessments, critical incident debriefings, and other services for the following clients:

- U.S. Federal District Court, both Buford and Greenville, South Carolina
- State and local courts in Connecticut, Alabama, and Georgia
- U.S. Secret Service, Atlanta, GA
- U.S. Department of Homeland Security, Washington, DC
- U.S. Customs, Atlanta, GA; and Shannon, Ireland
- Departments of Public Safety in
 - Canton, GA (fire and police)
 - Cherokee County, GA (fire and police)
 - Cobb County, GA
 - Fayetteville, GA (fire and police)
 - Spartanburg, SC (fire and police)

- Police Departments of the following cities:
 - Fairburn, GA
 - Auburn, AL
 - St. Marys, GA
 - Jesup, GA
 - Greensboro, SC
 - Tyrone, GA
 - Greenville, SC
 - Orangeburg, SC
 - Maui, HI
- Gwinnett County, Georgia Communications Dept.
- Georgia Perimeter College, Duluth
- North Georgia College, Dahlonega
- Gilmer County, GA, Sheriff's Office
- Kennesaw State College, GA
- Gilmer County, GA, School District

More information can be found on the web site at <http://www.genforce.net>

Services Proposed for the West Virginia Division of Corrections

Pre-Employment Screening

All pre-employment screening services and instruments used will follow the guidelines of the Division of Corrections for this project and **GENFORCE** will work closely with the Division's staff to ensure appropriateness of the instruments and the scoring means and norms.

GENFORCE also offers "In-Basket," assessment panel, and appropriate testing for promotion in rank and selection for management staff, as well as the capability to provide high-definition video conferencing. **GENFORCE**, through Gary Rogers, Ph.D., licensed psychologist and public safety psychologist, has provided these and other services, some of which are discussed below, to many agencies.

GENFORCE works with the hiring agency and its employees to ensure that the assessment instruments are used in such a way as to provide maximum possible information. We can work either through a web-based secure portal at virtually any location through a branch office. **GENFORCE** Personnel Services, LLC, was the first agency internationally that qualified through the U.S. Department of State to administer pre-employment assessments for high-risk occupations via the Internet, and is currently the only organization using online (web-

based) psychological inventories with the direct knowledge of Pearson Assessments. The company abides by Pearson Assessments' requirements for maintaining professional standards in testing.

In the **GENFORCE** web-based model, each applicant is issued a unique user name and password, which is usable only once and for a limited period of time. Procedures for ensuring the correct identity of the applicant are in place. While testing online, the applicant is able to contact the test administrator to advise of technical problems such as a power outage, ask questions, or for other reasons. Both the web-based and direct-testing models include interpreting, interviewing, and report writing in conformance with the contracting agency's requirements and a data needs.

GENFORCE Personnel Services offers several assessments that can be used during the pre-employment screening process for numerous high-risk, high-stress public safety positions. These tests comply with all minimum acceptable requirements stated in the attachment to the applicable RFQ. Additionally, the assessments help to measure a candidate's incident report writing skills, emotional suitability, and cognitive ability; and to identify potential behavioral issues.

Sigma Survey for Police Officers (SSPO)

This survey takes the guesswork out of identifying candidates possessing necessary aptitudes. Using job-specific content, this test objectively assesses spelling, vocabulary, and grammar skills. The SSPO replaces the Nelson Denny test, with which we had a 97-percent accuracy rate of predicting academic success at the police academy.

This test can assist in (1) selecting candidates having the skills to write solid incident reports that will help avoid backtracking on investigations, (2) provide defensible documentation for court, and (3) protect the reputation of your officers and your Division. This timed (35 minutes) test presents 74 multi-choice items and provides easy-to-read results, including an overall percentile score.

MMPI-2

The MMPI-2 is the most widely researched and used psychological assessment tool for employee screening. The second edition, MMPI-2^{1,2}, provides data specifically targeted to high-stress, safety-sensitive positions such as law enforcement officers, firefighters and paramedics, and nuclear power plant operators. The use of non-gendered norms complies with the Federal Civil Rights Act and EEOC. This is the most widely used test of adult psychopathology. It is used for pre-hire, fitness-for-duty, and duty status evaluations.

¹ Under license from the University of Minnesota since 1982, Pearson Assessments is the exclusive worldwide distributor of scoring services and materials for the MMPI-2 and MMPI-A tests in the English language.

² **Notice:** Use of psychological tests in employment-related situations may be subject to certain laws, including Title VII of the Civil Rights Act of 1964, as amended; the Americans with Disabilities Act of 1990, as amended; and state law.

Consequently, **GENFORCE** conducts preliminary assessments of applicants for public safety positions using the following MMPI-2 tools:

- MMPI-2 Restructured Clinical (RC) Scales
- Extended score report
- The Minnesota Report: Revised Personnel System, 3rd Edition Interpretive Report.

These tests identify individuals who may be emotionally unsuited for demanding public safety roles by revealing attributes that may contribute to unsafe, irresponsible, or ineffective on-the-job behavior.

The Interpretive Reports in the updated MMPI-2 system include two new sets of occupation-specific mean profiles on the validity, clinical, content, and supplementary scales. These profiles help to compare the applicant to other applicants in the public-safety occupational area. The expanded personnel interpretive report also includes a new narrative section with contemporary personnel base rate. The tests are available in English, Spanish, Hmong, or French.

This tool tests for and/or assesses the following:

- Openness to Evaluation
- Social Facility
- Addiction Potential
- Stress Tolerance
- Overall Adjustment
- Major symptoms of social and personal maladjustment
- Suitability as a candidate for high-risk public safety positions
- Propensity for violence
- Safety awareness
- Integrity
- Substance abuse
- Attitude toward supervision
- Cultural sensitivity
- Judgment
- Problem-solving ability
- Adaptability/personality
- Stress management
- Risk avoidance

The MMPI-2 also supports classification, treatment, and management decisions in criminal justice settings, gives a strong empirical foundation for a clinician's expert testimony, and suggests appropriate treatment approaches.

The MMPI-2 is used by **GENFORCE** because we believe that it:

1. Identifies suitable candidates for high-risk public safety positions.
2. Supports classification, treatment, and management decisions in criminal justice and correctional settings.
3. Gives a strong empirical foundation for a clinician's expert testimony.
4. Supports assessment of medical patients and the design of effective treatment strategies, including chronic pain management.
5. Provides descriptive and behavioral information specifically relevant to public safety candidates.
6. Provides for flexible administration. The test can be administered online by computer, thru a web based secure portal, and/or with traditional paper-and-pencil, and by audiocassette or CD recording.
7. A variety of report options are available should the need for them arise.

If requested by the Division, selected reports can be reviewed by a **GENFORCE** staff psychologist to ensure quality results that can be depended upon to provide affordable, court-defensible methods of selecting and preparing the very best in public safety candidates.

16PF Fifth Edition

This instrument helps to measure key attributes that are important for effective performance, i.e., reasoning ability, emotional stability, rule-consciousness, openness to change, anxiety level, and self-control.

The 16PF instrument has been widely used since its introduction more than 40 years ago for treatment planning; couples' counseling; and support for vocational guidance, hiring, and promotion recommendations. Some of its advantages are:

- Provides information for general vocational guidance to help determine occupations for which the individual is best suited, including those in public safety;
- Assists with personnel selection and career development through measurement of five primary management dimensions frequently identified to forecast management potential and style;
- Assists with clinical diagnosis, prognosis, and therapy planning. The 16PF instrument helps provide clinicians with a normal-range measurement of anxiety, adjustment, and behavioral problems;
- Helps to identify personality factors that may predict marital compatibility and satisfaction. Results also highlight existing or potential problem areas;
- Helps to identify students having the potential for academic, emotional, or social problems;
- Is easy to administer, requiring only 35 to 50 minutes to complete;
- Offers five distinct report options, giving the 16PF test utility in a wide variety of settings; and

- Makes it difficult for the test-taker to deliberately tailor responses to achieve a desired outcome because the relationship between the test items and the traits measured by the 16PF instrument is not obvious.

The primary responsibility of protective services workers (e.g., police officers, fire fighters, security guards) is to protect the public and ensure the safety of their community, state, or nation. These critical occupations need to be filled by individuals who are well-adjusted emotionally, disciplined, effective decision-makers, and interpersonally savvy. To select the best individuals for these types of positions, best practice suggests that an assessment, such as a personality questionnaire, be administered to job applicants to evaluate their “emotional stability and psychological fitness” (Commission on Accreditation for Law Enforcement Agencies, 1999; p. 32-3). Research has supported this best practice suggestion by indicating that personality assessments validly predict job performance (Barrick & Mount, 1991; Tett, Jackson, & Rothstein, 1991) across a number of different occupations, including the protective services.

The 16PF test can be administered to individuals of the age of 16 years and older, and is written at a fifth-grade reading level. It includes 185 multiple-choice items in the basic test, and requires 30 to 50 minutes to complete. Several report options are available. Its scales include 16 bipolar dimensions of personality, 5 global factors, and 3 validity factors.

RPIQ (Ryan Personal Information Questionnaire)

RPIQ is an online (computer-administered) fast, accurate and cost-effective advanced personnel selection and security screening tool for local law enforcement, homeland security, and other high-security organizations. It can be considered an automated method of self-disclosure. It is a fusion of psychometrics and data-mining technology based on integrity and security.

RPIQ is used as a formal background measure to ensure administration of your evaluation process more securely and more accurately.

Training

GENFORCE is prepared to train all personnel selected for training by the Division of Corrections at the outset of the project. Training will include procedures for use of screening instruments, operation of the software, discussion of security procedures and applications, trouble-shooting, and other subjects users will need to know.

GENFORCE personnel will be available for telephone support as needed, and for supplemental training, if required, on a monthly basis.

Other Services Offered by GenForce

Face-to-Face Interviews

A GENFORCE psychologist can conduct face-to-face interviews and offer an immediate debriefing to the hiring agency upon the conclusion of the interview. GENFORCE offers the capability to conduct face-to-face interviews via video teleconference if this technology is found to be helpful either routinely or in cases in which special circumstances exist. We are also fully prepared to locate psychologists in or near the State of West Virginia Division of Corrections.

Records of all evaluations are maintained on appropriately protected digital media, available for recall whenever needed by the State of West Virginia Division of Corrections. The reports, with their graphs, are very easy to interpret.

GENFORCE will assign a named individual the responsibility for liaison with the State of West Virginia Division of Corrections. That individual will ensure that interviews are timely conducted, reports are transmitted as directed by the Division, and that applicable guidance is implemented.

Environmental Evaluations

GENFORCE contracts with and/or employs psychologists that are available as needed to evaluate group and individual environments at the work sites or at other locations when and if a need is indicated by the hiring agency. Team members also would be qualified and available to provide critical incident responses and/or counseling as needed and requested by the Division.

Psychological Counseling/Critical Incident

Mission: Apply P.I.E—Proximity, Immediacy, and Expectancy—following traumatic events

The central goal of psychological stress intervention is the return to normalcy of a resilient person, i.e., a public safety employee. Occurrences of traumatic events are inevitable, as is the expectation of full psychological recovery following incidents during which injuries, deaths, and other horrific events are witnessed. The mobilization of Stress Teams, assembled similarly to Combat Stress Teams for active-duty military, achieve the goal of psychological recovery. The Stress Teams' task is to provide prompt psychological support as soon as medically feasible.

Personnel that comprise the Stress Teams include those who have had prior law-enforcement experiences, Psychiatric Consultants for medication management, and Behavioral Health Specialists (BHS) to provide time-limited and focused cognitive-behaviorally based interventions to affected personnel. Individual and group-based crises-reduction and -prevention can facilitate complete recovery following a traumatic incident.

Workshops

Workshops: offered by **GENFORCE** include those for employees and their families prior to and following traumatic incidents. **GENFORCE** staff can assist public safety personnel and their families to cope with and recover from significant trauma incidents.

Key Personnel

GENFORCE would assign specific responsibility for liaison with the State of West Virginia Division of Corrections to a high-level, qualified employee to ensure that the assessment system remains functional and timely. The liaison would also ensure that a smooth working relationship with the Division is established and maintained, and that all guidance is implemented.

Primary responsibility for overall performance of the proposed contract would rest with Dr. Gary Rogers, a licensed psychologist in the state of Georgia, and a police and public safety psychologist as well as a Forensic Examiner certified by the American Board of Forensic Examiners. He is internationally recognized for his expertise in psychological, police, and forensic evaluations. He has broad experience in law enforcement, fitness-for-duty training, and in critical incident stress debriefings (CISDs) for local, national, and international law enforcement agencies. One of the many publications he has authored is *Post-Traumatic Stress, the Vietnam Syndrome*, which was cited the Department of Veterans' Affairs as first runner-up, Best Technical Article of 1988. A graduate of the National Defense University, he holds membership in the American Psychological Association, the American Psychology-Law Society, the International Association of Chiefs of Police, Police Psychological Service Section, the Georgia Association of Chief of Police, and other relevant organizations. His curriculum vitae follows.

A **GENFORCE** team of psychologists has been assembled in West Virginia in conjunction with APA Division 18, Psychologists in Public Safety, its membership, and the Police Psychological Services section of the International Association of Chiefs of Police. **GENFORCE** will provide letters of support from these organizations when and if appropriate.

Proposed Project Director

**Gary Rogers, Ph.D., Managing Partner; licensed psychologist,
Police and Public Safety Psychology**

Employment History

Genesis Behavioral Health Care Services, Inc. (GENESIS). Chairman/CEO, 1991-present

Founder, The Center for Traumatic Stress (provides clinical and forensic consultation services through GENESIS);

Founder, Law Enforcement Personnel Services (provides services through GENESIS).

GENFORCE Personnel Services, LLC, the rebranded Law Enforcement Personnel Services (addresses specifically the high-risk occupations), June 2006- present

U.S. Department of Veteran Affairs, Readjustment Counseling Therapist (PTSD), 1984-1992

U.S. Department of Veteran Affairs, Readjustment Counseling Center, Acting (Chief) Team Leader, VA Readjustment, 1989-1992

Veterans' Resource Center, Director/Coordinator at Spartanburg (SC) Technical College. This was a joint program of the U.S. Department of Veteran Affairs, Readjustment Counseling Service, Greenville Veteran Center, U.S. Department of Employment Security, South Carolina Job Service, and Spartanburg College, 1984-1989.

Relevant Experience

- Planned, strategized, and collaborated with others regarding organizational structure, budgets, employee relations, and job descriptions. As a result, productivity was increased, a satellite operation established, and personnel were enabled to function with limited supervision and produce work having a 98-percent accuracy rate.
- Directed a successful planning campaign for organizational growth by discovering facts, defining goals, devising strategy, designating assignments, and determining standards for evaluation.
- Administered numerous training seminars.
- Implemented a financial development program, reducing the organizational debt in three years by 67 percent.
- Served as Director of Development for a state-affiliated nonprofit organization.
- Provided liaison between labor unions and management, effecting improvements in the work environment and reductions in annual work hours of about 15-percent with no reduction in productivity.
- Provided readjustment counseling and other psychological services to veterans and their significant others. Some of them suffered from highly complex and diversified psychological/sociological problems. Potential consequences to the clients in many of these situations (e.g., debilitating depression or anxiety, lack of impulse control, maladaptive anger, delayed or chronic post-traumatic stress disorder) were quite serious

and the results of treatment relatively unpredictable. Independent conclusions were often required.

- Developed and implemented comprehensive treatment plans for adjustment and readjustment, as well as for specific psychological issues.
- Worked in diverse and unusual settings, interacting with a broad range of individuals from various socioeconomic classes and racial and ethnic backgrounds; and with special populations such as women, veterans, and disabled persons. Many of these individuals held negative attitudes toward the counseling and treatment settings, which required independent conclusions in highly complex cases.
- Provided therapy and clinical counseling to clients who presented routine psychological and social problems typically exemplified by, but not limited to, guilt, intrusive thoughts, assertiveness or stress-related difficulties, or those exhibiting serious psychosocial and psychiatric disorders. Counseling therapy included short-, medium-, and long-term treatment for families, other groups, and individuals. PTSD was common and frequently combined with other psychiatric diagnoses.
- Provided substance abuse therapy.
- Served as case manager, consulted with, and assisted the professional community in complex cases.
- Provided crisis intervention services, stabilization, and follow-up. Crisis situations involved potential suicidal, assaultive, and homicidal clients. Services required an ability to function with a high degree of independent judgment, responding quickly to client needs, and rapidly devising innovative and effective psychological-assistance protocols.
- Managed acute psychiatric emergencies, including those referred from psychiatrists, physicians, psychologists, emergency-room staff, and social workers in the community.
- Taught assessment and counseling techniques to professionals, training them to effectively serve victims of trauma in the workplace.
- Implemented legal and ethical standards of service delivery, privacy, and confidentiality.
- Tested clients who displayed clinically severe or unusual psychological disturbances to identify treatments most likely to be successful.
- Served as an expert witness regarding psychological issues in the legal system.
- Served as a consultant to the professional community, providing collaborative contact with referring professionals and agencies in various settings (e.g., in-patient, mental hygiene clinics, day hospitals, alcohol and drug treatment programs).
- Produced media programs and established standards, developed marketing procedures, and made public appearances to promote programs. Public response grew more than 80 percent in three years, and led to a positive format change.
- Executed safety plans for physical plant relocations and construction of various government projects, e.g., nuclear facilities, of \$50+ million.

Education

National Defense University, National Security Management
California Coast University, Ph.D., psychology
Internship at Spartanburg Technical College, Veterans Resource Center
California Coast University, MS, Psychology
University of Alabama, BA, Interdisciplinary Studies
Roane State College, AS, Operating Engineering

Military Service

U.S. Marines (decorated combat Marine), Vietnam, 1968-1970.

Selected Publications and Presentations

"Operation Career Focus." University of Alabama, 1984
"People in Crises." University of Alabama, 1984
"New Direction for Readjustment Counseling." REMC Daytona Beach, FL, 1984
"Advanced Clinical Training," Postdoctoral seminar, American Academy of Forensic Psychology, Boston, MA, July 1985.
Treating Traumatic Stress. REMC Coca Beach, FL, September 1985
"PTSD: Aftermath of War." Spartanburg (SC) Technical College, March 1986
"Female Veteran Issues." VAMC Columbia, SC, May 1987
Rogers, G.L. "Grief Resolution Therapy," U.S. Department of Veteran Affairs, Vet Center Voice, Vol 9, 1987
"Grief Resolution Therapy with Veterans Who Have PTSD." Dissertation for doctoral degree, California Coast University, 1989.
"Issues in PTSD." VAMC Columbia, SC Medical School, June 16, 1989
"The Grieving Process: Social, Psychological and Religious Aspects." Univ. of Alabama, 1989.
"Grief Resolution and Vietnam Vets," Chaplaincy Today, Vol.4, Number 7, 1989.
"Post-Traumatic Stress Disorder: A New Challenger for the Helping Professional." VAMC West Haven, CT, 1991.
"What is your Marriage Growth Potential," Health Focus, Volume VI, Number 11, November 1993.
"Does What We Cannot Hear Really Influence Us"? Health Focus, Volume VI, Number 10, October 1993.
"Practicing Mental Medicine Today," Health Focus, Volume VI, Number 9, September 1993.
"Behavioral Medicine and Christian Counseling," Health Focus, Volume VI, Number 8, August 1993
"Traumatic Stress! What is it? Who is at risk? How do we cope"? Health Focus, Volume VI, Number 7, July 1993

Presentations

25th IACP European Executive Policing Conference

Istanbul, Turkey, April 6-8, 2008

The theme for the conference was "Responding to Trans-National Crime through Inter-Organizational Cooperation." The host was the Turkish National Police, The New Police Psychological Services Section, led by Chief Mustafa Ozguler. Discussed roles, psychological evaluations, and assessment services.

24th Annual IACP European Executive Policing Conference

Amsterdam, Netherlands, April 2007

The role of police psychologists

The history of the IACP, Police Psychological Services Section

Center for Traumatic Stress:

Use Of Cognitive-Behavioral Therapeutic Techniques In Treatment Of Trauma

Moral and Spiritual Concerns of Trauma Victims

Coping with Depression

Use of Biofeedback in Counseling

Group Counseling Strategies

Differential Diagnosis of PTSD

Crisis Intervention Techniques

The Grieving Process: Social, Psychological and Spiritual Aspects

Georgia Peace Officer Standards and Training Council; *Police Stress Management*, Gwinnett County, GA

911 Emergency Dispatchers, *Stress Management Conflict Resolution, Anger Control*, July 10, 1996

Chatham County Sheriff's Department- Corrections Division, *Stress Management*, Savannah, GA, September 19, 1996

National Association of Childbirth Centers; Annual Meeting; Savannah, GA; *Critical Incident Stress Debriefing*, October 9, 1996

Treatment Strategies for Trauma—Victims of Domestic Violence; Seminar, Deerfield Beach, FL, February 28, 1997

Mental Health Counseling Seminar; Richardson, TX, April 18, 1997

Grief Resolution Therapy for Victims of Trauma; Seminar, Three Rivers, GA, June 6, 1997

National Expert Witness and Litigation Seminar; Hyannis Port, MA, June 18-20, 1997

The Fifth Annual Congress of Psychology; *Grief Resolution Therapy In Treating PTSD*, Trinity College, Dublin, Ireland, July 6-11, 1997

Mediation Seminar; Deerfield Beach, FL; October 10, 1997

Grief Resolution Therapy in Treating PTSD; Seminar, AACC Conference, Dallas, TX, November 3-8, 1997

Annual Training and Lectures with the Department Of Veterans' Affairs Medical Center, Columbia, SC

National Issues on Post Traumatic Stress—Aftermath of War

Grief-Resolution Therapy

Strategies for Treatment of PTSD

New Challenges for the Helping Professions

Diagnosis and Management of PTSD

Abuse/Battering/Family Violence, West Palm Beach, FL, April 28, 1995
 International Conference of Police Chaplains, *Maui Police Chaplain's Training*, Wailuku, Maui, HI, August 25-27, 1993
 Professional Development Institute, *Counseling Techniques*, August 30, 1993
 Texas Counselors' Association, June 1993
 Diagnostic Procedures for Assessment of Mental Disorders
 Assessment and Treatment of Clinical Depression
 Clinical Formulation
 What Is Supervision?
 Death and Grief
 Life Link of Georgia, *Death And Death Images*, June 15, 1993
 American Red Cross, Waterbury Chapter, *Northeast Critical Incident Stress Management*, Waterbury, Connecticut, June 16, 1992
 Chinese Medical Association, Special Delegation—*Scientific, Professional and Cultural Exchange of Understanding and Treatment of Psychological Trauma and Trauma-Related Problems*, Beijing, Wuxi, Shanghai, and Hong Kong, April-May 1992
 The Connecticut Psychological Association, *An Introduction to The Role of Psychologists in the Delivery of Mental Health Services at Times of Disaster*, West Hartford, CT, April 1992
 National Center for Post-Traumatic Stress Disorder, *Psychological Trauma: Conceptual Model for Treatment*, Palo Alto, California, February 1992
 The National Association of Virginia Chaplains, Palo Alto Pastoral Care Forum, *Grief Resolution and Psychological Trauma*, February 1992
 Georgia Psychological Association, *Introduction to Red Cross Disaster Services*, Hilton Head, GA, January 1992
 Yale University, New Haven, CT, September 30, 1991
 Introduction to Legal Issues of PTSD
 Factional Vs. Legitimate PTSD
 Treatment of PTSD in the Department of Corrections
 Department of Veterans' Affairs, Northport Regional Medical Educational Center, *Perspectives 91*, South Portland, Maine, May 1991
 American Academy of Forensic Psychology, *Conducting Insanity Evaluations*, New York, NY, April 1991
 American Academy of Forensic Psychology, *Forensic Assessment of Vocational Impairments in Civil Litigation*, New York, NY, April 1991
 American Academy of Forensic Psychology, Atlanta, GA, February 1991
 Evaluating Criminal Competencies and Mental State at the Time of the Offense,
 Fundamentals of Forensic Assessment
 South Carolina Educational Television, *Crosstalk, Psychological Trauma*, January 1991
 Harding Hospital, Psychiatry and Neurology, *Trauma Studies: Contributions To Life Sciences And Humane Policy*, Worthington, OH, October 1990
 Department of Veterans' Affairs, *1990 Symposium: Caring for the Veteran Who Has PTSD*. Birmingham, AL, June 1990
 Greenville Hospital System, *Advance Stress Management*, Greenville, SC, September 1989
 University Of Colorado at Denver, National Veterans' Training Institute, *Professional Skills*, June 1989

U.S. Department of Labor, South Carolina Veterans' Conference, *Development Of Assessment Techniques*, Myrtle Beach, SC, September 1988 (first national institute)

International Congress, *Behavioral Training in Psychology*, June 1988

Civil Air Patrol, Regional Staff College, *Debriefing Military Trauma Victims*, Fort Belvoir, VA, May 1988

Columbia Union College, *Treatment of Trauma Victims Who Have Religious Concerns*, Takoma Park, MD, May 1988

Daniel Management Center, Flour Daniel Co., *Development of a Critical-Incident Stress Team*, Greenville, SC, September 1987 (first team to be developed in South Carolina)

North Carolina Association of Coordinators of Veterans Affairs, Kanuga Conference Center, *Federal Guidelines - Educational, Clinical, Vocational for Employees Regarding Mental Health Issues*, Hendersonville, NC, May 1987

Council on Sexual Assault of Spartanburg, *New Horizons for Professional Development*, February 1987

Victim Witness Assistance Program, *Development of and Training on Assessment of Dual Diagnoses*, Greenville, SC, 1984-1986 (annually).

Greer Civic Auditorium, *Military Families*, Greenville, SC, August 1986 (with General William A. Westmoreland, Ret.)

Spartanburg Technical College, *Career Development*, May 1986

WHNS-TV-TV21, *Focus 21, Psychological Trauma and the Family*, Asheville, NC, May 1986

Greenville Mental Health, *Staying Human: A Workshop for Direct Service Personnel*, April 1986

College of Chaplains, The American Protestant Hospital Association, *Stress, Grief, and Trauma*, Nashville, TN, April 1986

Department of Veterans' Affairs, Southeastern Regional Medical Educational Center, *PTSD: Aftermath of War*, Augusta, GA, March 1986

U.S. Federal Corrections, February 1986

Crisis Intervention

Hostage Negotiation

Intensive Treatment of PTSD

College of Chaplains, *Clinical Protocol for Pastoral Counselors*, Denver, CO, January 1986

Perry Correctional Institute, *Strategies for Clinical Collaboration of Mental Health Professionals in the Department of Corrections*, Greenville, SC, November 1985

Cross Anchor Correctional Institute, *Perspectives on Guilt Struggle*, Pelzer, SC, October 1985

The Society of Traumatic Stress Studies (founding meeting), *Treating Traumatic Stress*, Atlanta, GA, September 1985

International Society Of Traumatic Stress Studies, *Treating Traumatic Stress*, Baltimore, MD, September 1985

South Carolina Department of Corrections, *Assessment of Employee and Employer Relationship to Shootings*, Columbia, SC, September 1985

South Carolina Department of Corrections, *Issues of Stress in Law Enforcement*, August 1985

Greenville Memorial Hospital, *Clinical Assessment of Trauma Victims*, July 1985

Southeastern Medical Educational Center, *Use of Hypnosis in Treating Trauma Victims*, Daytona Beach, FL, June 1985

Pickens County Commission on Alcohol and Drug Abuse, *Assessment of Trauma and the Dual Diagnosis of Substance Abuse and Trauma*, April 1985

US Department of Veterans' Affairs, *POW-MIA Recognition Services*, October 1983

Memberships

Chairman, Georgia Department of Human Resources, Region One Board of Mental Health,
Developmental Disabilities and Substance Abuse -2007-2008
American College of Forensic Examiners, Board-Certified
American Psychological Association, Division 41, American Psychology-Law Society,
Division 18, Psychologists in Public Safety
Georgia Psychological Association
Georgia Association of Chief of Police
International Association of Chiefs of Police, Police Psychological Services Section
International Who's Who in Medicine
Who's Who in U.S. Executives
Who's Who in Human Services
Vietnam Veterans of America
American Legion
Scottish Rite Mason
PsyBar—a professional limited liability company
Piedmont Hospital at Mountainside Medical Center
North Georgia Medical Center
Appalachian Judicial Domestic Violence Task Force, past-President

Selected References, Current and Past

City of St. Mary's
Donna Folsom, Human Resources Department
912-882-2061

St. Mary's Police Department
Chief Tim Hatch
912-882-4408

Jesup Police Department
Major Glenn Takai
912-427-1300

Fairburn Police Department
Lt. V. Sutherland
770-683-4618

NCIS
Andrew Ryan, Ph.D., Chief Psychologist
202-433-0855

Gwinnett Police Department
Chief Charles Waters
770-513-5210

Cobb County Public Safety
Retired Chief Lee New

Georgia Association Chief of Police
Paul Maharry, Training Director
770-495-9650

US Federal District Court, Greenville, SC
Judge William Cato
864-241-2700

US Secret Service
Terri Roycroft (deceased)
404-222-4822

Auburn Police Department Auburn Georgia
Chief Fred Brown
770-513-8657

Georgia Perimeter College
Deputy Chief Garry Tuttle
678-891-3952