

# APPLICANT INVESTIGATIVE REPORT

Employment Assessment Board Class # 128

DATE July 2011

**APPLICANT:** Daniel Ken Holtzclaw 8468

**ATTRIBUTES:** Bachelor of Science (Criminal Justice)  
Eastern Michigan University 5/2010

## SCORES:

Academy Aptitude Test 75 out of 100

Stability Rating Form 195 out of 210

**TOTAL** 270 out of 310

CPI Rating

**ASSIGNED INVESTIGATOR:** Lt. Phil Hoile (Ret.)

**PREPARED AND TYPED BY:** Lt. Phil Hoile (Ret.)

## PERSONAL OVERVIEW

### APPLICANT: VITAL STATISTICS:

DOB: 12-10-1986

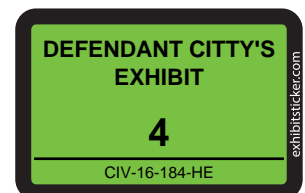
Height: 6' 1'

Weight: 240

Hair: Black

Eyes: Brown

**MARITAL STATUS:** Single



**EDUCATION:**

**High School:** Enid High School May 2005

**College:** Eastern Michigan University May 2010  
BS Criminal Justice

**SPECIAL SKILLS:** Fitness trainer

**PRESENT ADDRESS:** 1101 Creekdale  
Enid, Oklahoma

**CURRENT EMPLOYMENT:** Finer Physiques  
Enid, Ok.

**MILITARY** None

**Branch:**

**Years Of Service:**

**Rank:**

**DRIVERS LICENSE:** Oklahoma #M081127647 Expires  
No Suspensions/ No Restrictions 1 Class: D

**RECORDS/AGENCY CHECKS:**

**Varuna:** No Record  
**FBI:** No Record  
**OSBI:** No Record  
**OBNDD:** No record  
**ODCR:** No record  
**OSCN:** No Record  
**Municipal Courts:** No record  
**Social Sites:** None found

**FINANCIAL:**

**Applicant Income:**           \$400.00 to \$500.00          

Monthly Expenditures \$450.00

Total Expenditures: \$14,026

(\$ 14,026 , Student Loan deferred until September 2011)

**BACKGROUND INVESTIGATION SUMMARY:**

On July 1, 2011, I began my investigation into the background of Daniel Ken Holtzclaw . Daniel first applied with the Oklahoma City Police Department on June 16, 2011. I sent letters to each city and county where Daniel has lived, worked or attended school. I note during disclosure he admits, when he was seven to nine years old, to taking some candy from a store and a wallet from the base exchange in Japan. The last time he was public intoxicated was about three years ago. Admits to smoking marijuana between the ages of 16 to 17, (3 times). No driving under the influence of alcohol and no illegal drug use or legal drug abuse except the marijuana.

The following warning citations also disclosed:

9/2003	Enid PD	Speeding
9/2004	Enid PD	Improper equipment (brake light)
2/2005	Enid PD	Failure to stop for stop sign
2/2005	Enid PD	Speeding

Two accidents:

3/2003	Enid	Rear end accident	Applicant at fault
5/2006	Ypsilanti, Mi.	Snow related accident	Applicant not at fault


**PRESENT AND FORMER EMPLOYERS**

**Present Employer:**

**Name:** Finer Physiques

**Address:** 

**Employed:** June 2011 to present

**Person Interviewed - Phone #**  **Travis Morgan/CEO**

By phone on July 5, 2011, Mr. Travis Morgan related the following

I have known Daniel for a long time and this is not the first he has worked for me. I called him to come back when he graduated. I did know that he had put in an application in Oklahoma City. His current job is that of a personal trainer. He works one on one or in small groups. If he were to leave I absolutely would hire him back. He almost always works without supervision. He is responsible for paper work and it is always turned in on time and in a proper format. His quality, quantity and learning ability are all excellent as is his initiative, relationship with coworkers and supervisors. His attendance is also excellent. He shows up early for work and leaves when the job is done. He does have access to the internet and he has never abused it. He has never been the subject of an internal investigation and has never been disciplined. There have never been domestic or financial issues that have interfered with his employment. I consider Daniel to be very safety conscious while at work. When it comes to honesty, morals and personal habits, Daniel is top notch. He is a very good guy and would be a very good police officer. He absolutely has the honesty and the reliability to be given a job as police officer. I know that he will be a huge asset to your department.

**Former Employers:**

**Name** Quicken Loans

**Address** [REDACTED]

**Employed:** May and June 2011

**Person Interviewed – Phone #Fax** [REDACTED]

On July 6, 2011 a representative from the Human Resources Department phoned and gave me the above listed fax number. She advised they could only confirm employment. A fax was sent on this date.

*Per application:*

Applicant listed the above dates for employment and indicated his job description was that of a loan officer who specializes in mortgage loans. He indicated *“the mortgage business was not well suited for me. I wanted to give the business world a shot, but now I understand and want to go towards my degree.(Criminal Justice)”*

Fax returned confirming employment.

**Name:** Eastern Michigan Convocation Center  
**Address:** [REDACTED]

**Employed:** January 2009 thru February 2010

**Person Interviewed – Phone #** Dave Keller /Operations Supervisor  
[REDACTED]

By phone on July 5, 2011, Mr. Dave Keller related the following

Daniel worked for me January 2009 thru February of 2010. He left my employ because we can only employ student workers and he had graduated. His job was to set up for outside concerts, graduations and other scheduled events. He was a great worker and worked most of the time without supervision. When new people came on, he was the one we put them with because he was good at helping them get to know what to do. He would take the lead on many of the projects. There was no paperwork or forms the student workers had to fill out. His quality, quantity, initiative and learning abilities were all good. His relations with supervisor and fellow employees were excellent. His attendance was all very good, even with football practice he always was able to get his time in. Daniel did have access to the internet and at no time did he abuse it as far as I know. He was never disciplined and was never the subject of an internal investigation. There were no domestic or financial problems that interfered with his job. His safety record was pretty good. Thinking back I can't remember any accidents that occurred on the job. His honesty, morals and personal habits are all good. I would hire him back if he was eligible. He is a really good worker but more important he is a really good person.

**Name:** McDonalds  
**Address:** [REDACTED]

**Employed:** May 2001 to August 2003

**Person Interviewed – Phone #** Becky Wilson/ District Manager  
[REDACTED]

By phone on July 5, 2011, Ms. Becky Wilson related the following

Daniel was employed at McDonalds and was assigned to a crew. He would cook, clean, wait on customers and whatever needed to be done. He later managed a crew. Daniel started working when he was fourteen

and would come in after school and on weekends. Daniel left to go back to school. On some of his leaves from school or holidays he would come in to work. I would most defiantly hire Daniel back. He is a very good guy and a hard worker. Working a McDonalds and especially the younger crew members are always supervised due to the nature of the work, so he was not given the opportunity to work much unsupervised. There was no paperwork for him at his level. His quality and quantity of work was excellent. His relationship with his fellow employees and supervisor was also excellent. His initiative was good. I can't remember a single time when Daniel was late or even called in sick. He did not have access to the internet. He was not the subject of an internal investigation nor was he ever disciplined while working here. No domestic or financial issues interfered with his work. Daniel had a very good safety record. I can't think of a single time when he was cut, burned or injured on the job. His honesty, morals and personal habits are all excellent. I would recommend him for the job of police officer. My husband has been a police officer for the Enid Police Department for the last eighteen years and I think Daniel is the kind of guy that will be excellent for you.

**Name:** Sturdevant Ice Inc.

**Address:** [REDACTED]

**Employed:** May 2004 to February 2005

**Person Interviewed - Phone #** Bill Sturdevant/CEO  
[REDACTED]

Multiple attempts were made to contact Mr. Sturdevant.

*Per application: Job title, Assistant Manager, would assist clients through product selection. Managed production of product to ensure quality. Ensured delivery of product was completed in a timely manner. Resigned to concentrate more on school and athletics in order to receive scholarship.*

**SOCIAL ACQUAINTANCES**

**Name:** Andrew Schmitt

**Address:** [REDACTED]

**Employer - Phone #** [REDACTED]

By phone on July 5, 2011, Mr. Andrew Schmitt related the following

Daniel and I shared a room in college. We were both football players and lived together for four years. I would say I know him very well. His honesty, integrity and personal habits are all very good. We have contact about two or three times a month now that we have graduated. I last spoke to him last week. I would say he is assertive, confident, independent and considerate. He was voted the captain of our football team so he was defiantly a leader but was also a very good follower. He was aggressive when he set out to get something that he really wanted. He is not lazy, stubborn nor is he very easily upset. Daniel would always work hard at practice and give 110% for a game. He had a job at the Convocation Center and would always get his hours in. His temperament can be best described as easy going unless it was game day and then he was focused on winning. Daniel has never been overly argumentative. He told me about a week ago that he had applied in Oklahoma City for the police job. I am familiar with his family. They would come up to visit him at school and also come up on game days. I have met his mom and dad and his two sisters. They all seem to be nice people and they all get along with each other as far as I could tell. His reputation at school was always good. Being chosen as the captain of the football team should tell you something. All the students and the faculty at the school thought he was a great guy. He accepts instructions well and deals with criticism equally as well. I have never seen him over react to criticism. We did not win every game but those losses just inspired Daniel to try harder the next time. I don't think I ever saw Daniel lose his temper, even when we played football. The stress we underwent keeping up with our classes, work and practice did not seem to phase Daniel. I would and have trusted him with confidential information. Sometimes we did drink some beer after a game or when we were just hanging out. I have never seen him drink to excess. I have never seen or heard of Daniel using any illegal drugs or abusing legal drugs. I have never seen Daniel display any prejudices. He most defiantly would go out of his way to help others. Probably his biggest outside interest is working out. I absolutely would recommend him for the job as police officer. He is ready to put football behind him and move on to a career and I am totally comfortable with him becoming a police officer. His dad is or was a police officer and so was his mother at one time. I think Daniel is well suited for the job of being police officer. When he sets his mind to something he is very driven to accomplish that goal.

**Name:** Jeremiah Burton  
**Address:** [REDACTED]

**Employer – Phone #** [REDACTED]

By phone on July 6, 2011, Mr. Jeremiah Burton related the following

I have known Daniel for about eight years. We went to high school together and played football together. I would say I know him very well. As far as honesty he is really an upstanding guy that has the highest of integrity. Daniel is a very hard worker, whether it be football or class work he always tried to do his best. We have contact about every other week. The last time was two weeks ago. Daniel is assertive, aggressive, opinionated and confident. He is not arrogant, lazy or stubborn. He does not easily upset nor is he impulsive. He is a leader and can be a follower. His temperament can be best described as even keeled and low keyed like me. When it comes time to be aggressive like in football he is ready for that. Daniel is not overly argumentative. He did tell me he had put in for the job as police officer for Oklahoma City. He called me and asked if he could use me for a reference and I gave him my information for his application. Daniel comes from a good family. I know them very well and they all seem to get along great. He is highly respected in Enid. Seems as though everyone knows him and his family and they are all very highly respected. He accepts instructions very well and also criticism. I have never seen him overreact to criticism. Daniel does not like to fail but he does not let it get him down. He does not blame others for mistakes that he has made. I have never seen him lose his temper. I have seen him under stress and he handles it very well. I would and have trusted Daniel with confidential information. While watching a game or just hanging out I have seen Daniel drink a beer but never in excess. He works out all the time and that is just something he would not do. I have never seen nor have I ever heard of him using illegal drugs or abusing legal drugs. He is the type of person that will always be there for you if you need help. Daniel likes fishing, football and working out. I highly recommend him for the position as a police officer. He has great character and he will be great at it. It is something he has always wanted. His dad is a police officer and he has grown up with it. If I ever needed the police Daniel would be the type of officer I would want to help. I know that he would develop the skills to handle the situation. Daniel is very much emotionally suited for the job. Daniel has been like a



brother to me and he has always been there for me. He is a great friend and a great guy. I am very proud to know him and his family.

**REFERENCES**

**Name:** Tommy Parker

**Address:** [REDACTED]

**Employer - Phone #** [REDACTED]

By phone on July 6, 2011, Mr. Tommy Parker related the

I first met Daniel when he came to high school and was on the football team. I am not related to Daniel and I know him very well. He is an outstanding young man that has the very best integrity, the best of personal habits and is probably the most honest person you will find. Now that he is back in town from college, I see him often. He is here at the school helping some of my new players to work out and strength train. Daniel is assertive, aggressive, opinionated and confident. He is not arrogant, impulsive or easily upset. He is most defiantly a leader and can be a follower. He is and was very coachable. He is very much responsible and sincere. He is not stubborn and heavens no he is not lazy. His temperament is even keeled under fire and handles pressure well. He is not overly argumentative. Daniel told me a couple of weeks ago that he had applied for the job of police officer with the Oklahoma City Police Department and asked me if he could use me for a reference. If you guys don't hire him I will, to be a football coach here in Enid. I know his family. I know his dad real well and they are all good people. His reputation in the community is outstanding. He and his family are very well liked. As I have said Daniel was and is very good at accepting instructions. He is very coachable, more so than these kids of today. He accepts criticism very well and I have never seen him over react to criticism. He handles failure very well, he uses it to better himself. I have never seen him blame someone else for his mistakes. I have never seen him lose his temper. I have seen him under stress and he deals with it very well. This kid is solid. I would trust him with confidential information. I have never seen him drink alcohol or even heard of him drinking. He is very health conscious and constantly strives to improve himself. I have not seen nor have I heard of him taking illegal drugs or abusing legal drugs. He is not the type to express or display any bias or

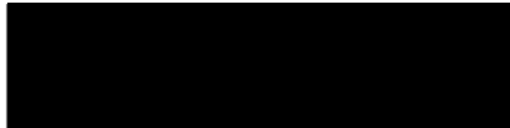
prejudice. He does seem to be honestly concerned about the rights of others and would help anyone that would ask for it. His outside interests are working out and staying healthy. I would without hesitation recommend Daniel for the position as police officer. Knowing his character and his commitment to doing the right thing, this is what he has always wanted and he will excel at it. I am very comfortable with him becoming a police officer. This kid is very solid. I think the reason Daniel wants to be a police officer is because he has grown up in a police family and it is in his blood. I know that Daniel is a great kid who is very solid and he will make you a good police officer.

**Name:** Steve Nordwall

**Address:**



**Employer - Phone #**



Several attempts to contact Mr, Nordwall have not been successful. I no reason to believe he would give a bad recommendation for this applicant.

### NEIGHBORHOOD INVESTIGATION

#### Neighbors

**Name:** Susan Fike

**Address:**



By phone on July 5, 2011, Ms Susan Fike related the following

I am a retired school principal and I have known Daniel and his family for about fourteen years. I know Eric, the dad better than I know Daniel because Daniel has been off to college for the last four or five years. Daniel has always been a nice kid. He is always friendly and is very polite. Daniel and all of his family get along with the other neighbors. His mother is Japanese and she is very sweet. She is an excellent cook and

shares receipts with the ladies in the neighborhood. I have not heard any disturbances, barking dogs or loud parties coming from their house. Daniel still drives the same car his dad got for him when he graduated from high school. He did have some of his friends over when he was in high school, mostly football players and they all acted as they should and never any problems. Daniel's attitude towards the neighborhood children is the same as with the adults. He gets along with everyone and is very polite. He and his dad came over last summer and helped get a big snake out of the yard and they were both very friendly. Daniel has two sisters and they also have been very good neighbors. I can't think of anything that I have seen that would not lead me to believe Daniel would not be a good police officer. He is just a really fine young man.

### **INTERVIEW WITH APPLICANT**

I received this background assignment on July 1, 2011. Mr. Holtzclaw was at the police training center to take a polygraph exam on July 1, 2011 and I was able to interview him prior to the polygraph. He was dressed in a suit. Daniel is very well spoken and is very articulate. He expressed his desire to become a police officer. He advised his dad is a police lieutenant in Enid and his mother was a police officer in Japan before she married his dad. His dad told him if he were to go into police work, he should go to Oklahoma City because a large department will offer more opportunities to specialize in different fields. Daniel is currently working as a fitness trainer in Enid. He told me he worked for a short period of time for Quicken loans and discovered real quick that an office job was not for him. He resigned and moved back to Enid to pursue a career in law enforcement.

### **AREAS OF CONCERN:**

### **RECOMMENDATIONS:**

Everyone interviewed spoke highly of Daniel. There were no negative comments.

### **Documents Provided To Board Members:**

- Applicant Investigative Report
- CPI Report
- Polygraph Summary Sheet

-Applicants Autobiography

**Additional Notes:**

Department checks sent out

Ann Arbor Mi. PD	No Response
Enid OK Police	No Response
Cleveland County SO	No Record
Ypsilent Mi. PD	No Response
Washlenaw Mi. County SO	No Record
Eastern Michigan University PD	No Record
Garfield County SO	No Record
Moore PD	No Record
Oklahoma Co SO	No Record

APPLICANT BACKGROUND BOOK  
 AUTOBIOGRAPHY

Holtzclaw

LAST NAME

Daniel

FIRST NAME

In your own handwriting complete an autobiography. The length of the autobiography is your decision; however, it may not exceed the two pages provided. It may be written in long hand or printed. You may use black ink, blue ink or number 2 pencil.

I was born in the U.S Territory of Guam in 1986 when my father and mother who were in the Air Force assigned to Anderson AFB. I grew up as a dependent of a military member & we traveled and assigned to Military bases in Japan for several years and then to Vance AFB in Enid, Oklahoma. I attended Department of Defense Schools up until 3rd Grade and Enid Public Schools. I excelled in athletics early on and specialized in football through High School. I garnered several awards in football while I was at Enid High School including a starting position in the state, All-State game. I was a team captain my senior year at Enid High. My talents were recognized by several colleges & offered a Division 1a football scholarship from Eastern Michigan University. I earned the starting Middle Linebacker position my freshman year and played every game in my four years of football at Eastern. I garnered numerous school & conference awards for leadership and play. I held several NCAA

records for tackles per season and career. I graduated with a degree in Criminal Justice. I have always thought Police work would be an interesting field to go into. Both my mother & father were police officers and my father had a long career with the Air Force Security Police and now an Enid Police Department Lieutenant. I think being an Oklahoma City Police Officer would be a challenge with numerous opportunities to specialize as it is a very large department. I have always thought public service was very important to giving back to the community and protecting it. I have always lived ethically and tried to be a positive role model to others. I have the highest regards and respect for police officers and aspire to fill that role and make a career in this field.

Autobiography page #2

Applicant Name: Daniel Holtzclaw.