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SBN 86196

8 Attorney for Defendant,
9 JOSEPH SANCHEZ

10 UNITED STATES DISTRICT COURT
11 CENTRAL DISTRICT OF CALIFORNIA

12 UNITED STATES OF AMERICA,
13 Plaintiff,
14 vs.
15 JOSEPH SANCHEZ,
16 Defendant,

) Case No.: CR-15-00076-VAP-1
)
) DEFENDANT JOSEPH SANCHEZ'S
) POSITION RE: SENTENCING
) FACTORS; EXHIBIT IN SUPPORT
) THEREOF
)
) DATE: AUGUST 22, 2016
) TIME: 9:00 A.M.
) ESTIMATED TIME: 30 MINUTES

17
18 Defendant JOSEPH SANCHEZ, through undersigned counsel,
19 herewith submits his position regarding sentencing.

20
21 Dated: JULY 28, 2015

LAW OFFICES OF CARLOS L. JUAREZ
By/s/ Carlos L. Juarez
Carlos L. Juarez
Attorney for Defendant
JOSEPH SANCHEZ

INTRODUCTION

A. The Charges against Sanchez

In this matter defendant Joseph Sanchez is charged in a 2-Count Indictment for his role as a felon in possession of a stolen firearm and ammunition in this case. Sanchez had a previous conviction for possession of methamphetamine in Riverside County in September 2011. He was arrested on October 30, 2015, released on November 10, 2015 on an appearance bond and re arrested on January 22, 2016 as he violated the terms of his release and has been detained since.

B. Plea to the Court

The government and Mr. Sanchez were unable to reach a plea agreement and on May 16, 2016 the defendant plead directly to the Court on this matter.

C. The Pre-Sentence Report (PSR) and Recommendation

The PSR was disclosed on June 20, 2016 and recommended a sentence of 63 months incarceration based on the following calculations:

Base Offense Level:	20	USSG 2K2.1
Specific Offense Characteristics	2	USSG 2K2.1(b)(4)(A)
Acceptance of Responsibility	-3	USSG 3E1.1(a)

1 Total Offense Level 19

2 The PSR found the total criminal history score is 14,
3 which establishes a criminal history category of VI. The
4 guideline sentence range is 63 to 78 months.
5

6 **D. The Governments Position**

7 On June 30, 2016 the government filed their position on
8 this matter. The memorandum noted no objections to the PSR
9 and submits that 63 months imprisonment is an appropriate
10 sentence in this case.
11

12 **E. The Defendants Position**

13 Mr. Sanchez asks for a reasonable and just sentence of
14 36 months under 3553 factors. He further seeks placement in
15 the federal penitentiary of La Tuna, New Mexico, where he
16 seeks participation into the Bureau of Prisons RDAP 500
17 Hour Program.
18

19 **F. The Nature of the Crime**

20 On September 18, 2015 the Riverside Police Department
21 conducted a probation search at Javier Quintana's
22 residence. Upon entry into the residence the defendant was
23 found in possession of a bag which contained a firearm and
24 ammunition. The firearm that was seized was found to be
25 stolen months earlier from a police officer. Upon arrest,
26
27
28

1 Sanchez accepted full responsibility and provided
2 information to the arresting officers as to how he came
3 into possession of the weapon.
4

5 Sanchez is a hard core drug addict who has lived a life
6 of sorrow, criminality and frustration and he has allowed
7 poor decision making to plague his young life, as he is only
8 37 years old. Before the Court is a young man who has
9 little to show for himself and needs serious drug
10 rehabilitation, psychological and mental health counseling
11 to rid himself of the demons in his life. Off of drugs, he
12 is a committed, kind, and pleasant man who is respectful
13 and hard working.
14
15

16
17 As noted in the attached Work Performance Ratings
18 provided by the United States Department of Justice,
19 Federal Bureau of Prisons, his performance is "above
20 exceptional. He demonstrates good leadership qualities and
21 takes the initiative to learn. He is extremely dependable
22 and organized, needs very little supervision and performs
23 outstanding." (Attachment "A", Work Performance Ratings)
24
25

26 As a child, he grew up in an abusive household with
27 drug addict and alcoholic parents who constantly fought.

28 "Sanchez recalled that at a very young age he, his sister,

1 and parents resided in Riverside County. At age 8, he
2 recalled his mother hugging him and hiding from his father
3 in their closet. His father left the home and his mother
4 moved to Banning, CA where she met a boyfriend." (PSR, page
5 13) In this new household, Sanchez recalled suffering
6 physical abuse at the hands of his mother's boyfriend's
7 family members. When his mother was made aware of the abuse
8 she seemingly lost it and destroyed household furnishings
9 and windows which resulted in her arrest and a four year
10 absence from Sanchez's life.
11
12
13

14 Devastated and alone, he was forced into foster care
15 with his siblings where they spent the next decade in
16 shelters, placement and ultimately, with their maternal
17 aunt. Under the aunts care, Sanchez and his sister was
18 sexually abused by an Uncle Mike. Sanchez eventually ran
19 away and would escape placement and group homes to visit
20 his sister as the guilt of leaving his sister to be
21 continually sexually abused took over.
22
23

24 While incarcerated at 18 years of age, he was informed
25 that his mother had been killed in a drunk driving
26 accident. Life would never be the same for Sanchez and he
27 turned to substance abuse to numb his pain. "He stated he
28

1 felt life was over. As soon as he could, he began to use
2 marijuana for his depression then approximately five years
3 later he began to use speed to numb his emotions." (PSR, p.
4 13)
5

6 With the increased drug use and paranoia came the
7 extensive criminal history as Sanchez was now depressed,
8 angry, lost and confused in this world, with essentially no
9 family members or friends to live with or turn to. He
10 ultimately made the recent decision to find his father and
11 forgive his father for the damage that had been caused.
12
13

14 Sanchez also has a fiancé and her daughter whom he
15 loves and cares for and up until this arrest, was hopeful
16 to be a father. His fiancée miscarried prior to his arrest
17 and he is hopeful that he will one day be able to join his
18 fiancé in New Mexico and maybe start a family. He is
19 hopeful that he can receive treatment for which he can
20 identify triggers for drug usage and anger management and
21 continue to improve on his self worth and esteem.
22
23

24 **Needs of Society**

25 **1. Just Punishment Which Will Promote Respect for the Law**

26 Sanchez has never minimized or excused his conduct in
27 this case. He frankly admitted responsibility for his
28

1 conduct and is willing to accept any punishment he is.
2 handed. Underneath the criminality that has plagued his
3 life; he is a decent, depressed and caring man who was
4 dealt an unfair hand in this world. As a man, he had his
5 manhood taken from him at a young age, having been sexually
6 and physically abused over significant periods of time in
7 his life.
8
9

10 While most children are growing up well adjusted,
11 happy, loved and nourished, Sanchez was trying to just
12 survive as a lost soul in this world. To date, his knuckles
13 still carry scares from years of fighting and training in
14 martial arts to release some of this anxiety and anger
15 brought upon and triggered by sexual and physical abuse.
16
17 "He has been training in mixed martial arts for
18 approximately 18 years after one of his foster parents
19 suggested he participate in this type of training to help
20 him cope with his aggression." (PSR, p. 14)
21
22

23 **2. Adequate Deterrence**

24 Sanchez is hopeful that he will receive RDAP enrollment
25 and hopefully mental health and behavioral health therapy
26 for his aggression and history of sexual and physical
27 abuse. He is well acquainted with others and has never had
28

1 personal problems with inmates or correctional staff or
2 officers. He has experienced much sorrow and endured much
3 pain but is hopeful that his life will improve and he will
4 live a clean and sober life.
5

6 He is focused on continuing to study the word of the
7 Lord in the Bible and his devotion to martial arts helps
8 sooth his soul and temperament. After Sanchez mother died,
9 he felt his life was over and was extremely depressed but
10 never receive treatment or therapy and would like to obtain
11 help.
12

13
14 With therapy, RDAP enrollment, and mental health
15 counseling Sanchez is confident that this type of
16 assistance and resource will deter future criminal conduct
17 and is more committed than ever.
18

19 **3. To Protect the Public from Further Crimes**

20 Sanchez is nearly 40 years old and wants criminality to
21 be a thing of his distant past. He has never had
22 difficulties finding or keeping employment and will take
23 and accept any type of work available. He has had work as a
24 salesman, mechanic, plumber, or seasonal jobs.
25

26
27 He is not an inherently violent person and does not
28 pose a threat to the public. He is looking forward to

1 vocational training while incarcerated and is eager to
2 learn coping strategies which can benefit him upon his
3 release.
4

5 **CONCLUSION**

6 Sanchez asks for a sentence of 36 months incarceration
7 and is hopeful that the Court can place him in the Laguna
8 Tuna Federal Penitentiary in New Mexico where he can
9 receive treatment in the 500 Hour RDAP and any other
10 treatment deemed appropriate.
11
12
13
14
15

16 Respectfully submitted,

17
18 Dated: JULY 28, 2016

19 LAW OFFICE OF CARLOS L. JUAREZ
20 By /s/ Carlos L. Juarez
21 Carlos L. Juarez
22 Attorney for Defendant
23 JOSEPH SANCHEZ
24
25
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27
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Attachment "A"

Work Performance Ratings

BP-A0324

JUN 10

U.S. DEPARTMENT OF JUSTICE
FEDERAL BUREAU OF PRISONS**WORK PERFORMANCE RATING - INMATE**

Inmate's Name SANCHEZ, JOSEPH	Register No. 69701-112	Unit 6 SOUTH
Evaluation Period APRIL 2016-PRESENT	Work Assignment F/S	

Bonus Justification

SANCH WORK ETHICS AND PERFORMANCE IS ABOVE EXCEPTIONALLY. HE DEMONSTRATES GOOD LEADERSHIP QUALITIES AND TAKES THE INITIATIVE TO LEARN. HE IS EXTREMELY DEPENDABLE AND ORGANIZED. HE NEEDS VERY LITTLE SUPERVISION PERTAINING TO HIS WORK ASSIGNMENTS. HIS QUALITY OF WORK COMPARED TO OTHER WORKERS IS OUTSTANDING.

Signature and Date of Dept. Head Approval

NOT TO MENTION HOW WELL HE GETS ALONG WITH STAFF AND OTHER WORKERS. THANKS FOR THE JOB WELL DONE!

Route to Dept. Head for Review, Then to Unit Team

Instructions: Check the best statement in each area. Base your rating on the inmate's overall performance for the rating period--neither the inmate's best day nor worst day--as compared to what is expected of a satisfactory worker in the assignment.

A. QUALITY OF WORK

1. Unsatisfactory. Makes more errors than should for this level of training. Work must be redone.
 2. Fair. Careless; makes mistakes and does not check work. Should do better work.
 3. Satisfactory. Makes some mistakes but no more than expected at this level.
 4. Good. Makes fewer mistakes than most inmates at this level of training. Does Journeyman level work.
 5. Outstanding. Does superior work

B. QUANTITY OF WORK

1. Unsatisfactory. Lazy, wastes time, goofs off.
 2. Fair. Does just enough to get by. Has to be prodded occasionally.
 3. Satisfactory. Works steadily but does not push self.
 4. Good. Willing Worker. Does a full day's work and wastes little time.
 5. Outstanding. Drives self exceptionally hard all the time.

C. INITIATIVE

1. Unsatisfactory. Always waits to be told what to do. Needs help getting started.
 2. Fair. Usually relies on others to say what needs to be done.
 3. Satisfactory. Can adapt to changes in routine. Will start work without waiting to be told.
 4. Good. Can plan own work well. Acts on own in most things. Doesn't wait to be told what to do.
 5. Outstanding. Has good ideas on better ways of doing things.

D. INTEREST; EAGERNESS TO LEARN

1. Poor. Shows no interest in job. Regards job as a drag or waste of time.
 2. Fair. Shows minimal interest but not very eager to learn.
 3. Satisfactory. Shows average amount of interest. Wants to learn own job but does not put forth extra effort.
 4. Good. Above-average interest in job. Asks questions about own work and related work. May do extra work to improve skills.
 5. Outstanding. Eager to master job. Wants to know everything there is to know about it. May read up on own time or volunteer to do things that will improve knowledge.

E. ABILITY TO LEARN

1. Poor. Has very low aptitude and is very slow to learn. Even when given extra instruction unable to learn, no matter how hard trying.
 2. Fair. Slow but if tries eventually will pick up the skills. Needs more instructions than most.
 3. Average. No slower and no faster to learn than most inmates. Requires average amount of instruction.
 4. Good. Learns rapidly. Good memory. Rarely makes the same mistake twice.
 5. Outstanding. Very quick to learn. Excellent memory. Is learning much more rapidly than most inmates assigned here. Never makes the same mistake twice.

F. NEED FOR SUPERVISION; DEPENDABILITY; SAFETY; CARE OF EQUIPMENT

1. Needs constant supervision. If left unsupervised will foul up, get in trouble, or wander off. Undependable.
 2. Needs closer supervision than most. Not very dependable.
 3. Average. Can be relied on for certain things but must be supervised by others. Usually prompt and dependable.
 4. Needs little supervision. Good record of dependability and promptness.
 5. No supervision required. Completely dependable in all things.

Replaces BP-S324, OCT 94

G. RESPONSE TO SUPERVISION AND INSTRUCTION

- 1. Poor. Resentful and hostile. May argue with supervisor.
- 2. Fair. Resists or ignores suggestions.
- 3. Satisfactory. Generally does what is told without any fuss.
- 4. Good. No hostility or resentment. Tries to improve.
- 5. Outstanding. Makes a real effort to please the instructor. Does exactly as is told.

H. ABILITY TO WORK WITH OTHERS

- 1. Poor. Negativistic, hostile, annoying to others.
- 2. Fair. Doesn't make friends easily. Has some interpersonal difficulties.
- 3. Satisfactory. Gets along OK with most co-workers and is accepted by them.
- 4. Good. Friendly, congenial, helpful; others like to work with.
- 5. Outstanding. Gets along well with everyone. Very popular.

I. OVERALL JOB PROFICIENCY

Based on this inmate's overall performance during this work period, if this inmate was an employee of yours in the community would you:

- 1. Fire or lay off that individual?
- 2. Transfer the person to a less demanding job at a lower pay scale?
- 3. Continue to employ the person but without a raise or promotion this time?
- 4. Raise the person's pay but keep the person at the same job?
- 5. Promote the person to a more demanding job at a higher pay rate?

J. GRADES AND PAY

- 1. Performance Pay - Grade Class (Check one) 1 2 3 4 M.
- 2. Hours of Satisfactory work BASIC
- 3. Regular Pay BASIC
- 4. Bonus Recommended: yes; no
- 5. Total Pay BASIC

Supervisor's Signature A. ALFORD	Date 05/21/2016
Inmate's Signature	Date 05/21/2016

Inmate _____ was requested to sign this rating, but refused, citing the following reason:

Staff Witness' Signature	Date
--------------------------	------

BP-A0324

JUN 10

U.S. DEPARTMENT OF JUSTICE
FEDERAL BUREAU OF PRISONS**WORK PERFORMANCE RATING - INMATE**

Inmate's Name Sanchez, Joseph Manual	Register No. 69701-112	Unit F-S
Evaluation Period March 2016-June 2016	Work Assignment Food Service	

Bonus Justification

Inmate Sanchez is an outstanding worker; he drives himself to go above and beyond the minimum standards each and every-time, and performs exceptionally hard when assigned difficult tasks. Inmate Sanchez is always eager to learn, makes a real effort to please the supervisory staff, and does exactly what is told.

Signature and Date of Dept. Head Approval

Route to Dept. Head for Review, Then to Unit Team

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A. QUALITY OF WORK

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 2. Fair. Careless; makes mistakes and does not check work. Should do better work.
 3. Satisfactory. Makes some mistakes but no more than expected at this level.
 4. Good. Makes fewer mistakes than most inmates at this level of training. Does Journeyman level work.
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C. INITIATIVE

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 2. Fair. Usually relies on others to say what needs to be done.
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 5. Outstanding. Has good ideas on better ways of doing things.

D. INTEREST; EAGERNESS TO LEARN

1. Poor. Shows no interest in job. Regards job as a drag or waste of time.
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E. ABILITY TO LEARN

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 3. Average. No slower and no faster to learn than most inmates. Requires average amount of instruction.
 4. Good. Learns rapidly. Good memory. Rarely makes the same mistake twice.
 5. Outstanding. Very quick to learn. Excellent memory. Is learning much more rapidly than most inmates assigned here. Never makes the same mistake twice.

F. NEED FOR SUPERVISION; DEPENDABILITY; SAFETY; CARE OF EQUIPMENT

1. Needs constant supervision. If left unsupervised will foul up, get in trouble, or wander off. Undependable.
 2. Needs closer supervision than most. Not very dependable.
 3. Average. Can be relied on for certain things but must be supervised by others. Usually prompt and dependable.
 4. Needs little supervision. Good record of dependability and promptness.
 5. No supervision required. Completely dependable in all things.

Replaces BP-S324, OCT 94

G. RESPONSE TO SUPERVISION AND INSTRUCTION

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- 4. Raise the person's pay but keep the person at the same job?
- 5. Promote the person to a more demanding job at a higher pay rate?

J. GRADES AND PAY

- 1. Performance Pay - Grade Class (Check one) 1 2 3 4 M.
- 2. Hours of Satisfactory work _____
- 3. Regular Pay \$0.12 _____
- 4. Bonus Recommended: yes; no
- 5. Total Pay _____

Supervisor's Signature V. Tate	Date 06/24/2016
Inmate's Signature	Date 06/24/2016

Inmate _____ was requested to sign this rating, but refused, citing the following reason:

Staff Witness' Signature	Date
--------------------------	------

BP-A0324

JUN 10

U.S. DEPARTMENT OF JUSTICE
FEDERAL BUREAU OF PRISONS**WORK PERFORMANCE RATING - INMATE**

Inmate's Name SANCHEZ, JOSEPH	Register No. 69701-112	Unit 6 SOUTHG
Evaluation Period MARCH-JULY 2016	Work Assignment F/S	

Bonus Justification

THE FEW MONTH SANCHEZ HAS JOINED THE F/S WORK CREW, HE HAS WORKED HIS WAY UP TO THE 2ND LEAD COOK POSITION. HIS WORK ETHICS AND JOB PERFORMANCE GOES OVER AND BEYOND EXCEPTIONAL. HE ASSIST WITH THE LEADING AND GUIDING OF NEW WORKERS. HE TAKES THE INTIATIVE TO FORMULATE NEW STRATEGIES AND MORE PRODUCTIVE PROCEDURE TO ENSURE PROFICIENCY AND ACCURACY. ALSO, SANCHEZ GETS ALONG WELL WITH STAFF AND WORKERS.

Signature and Date of Dept. Head Approval

THANKS FOR A JOB WELL JOB AND ALL THE IDEAS AND EFFORT YOU BRING TO THE TEAM. SUPERIOR JOB!

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Replaces BP-S324, OCT 94

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- 2. Hours of Satisfactory work BASIC
- 3. Regular Pay BASIC
- 4. Bonus Recommended: yes; no
- 5. Total Pay BASIC

Supervisor's Signature
A. ALFORD

Date
07/25/2016

Inmate's Signature

Date

Inmate _____ was requested to sign this rating, but refused, citing the following reason:

Staff Witness' Signature

Date

BP-A0324

JUN 10

U.S. DEPARTMENT OF JUSTICE
FEDERAL BUREAU OF PRISONS**WORK PERFORMANCE RATING - INMATE**

Inmate's Name SANCHEZ, J	Register No. 69701-112	Unit 6SOUTH
Evaluation Period MAY 2016	Work Assignment AM LINE	

Bonus Justification

INMATE SANCHEZ HAS BEEN ASSIGNED TO THE FOODSERVICE DEPARTMENT AND HAS DISPLAYED A STRONG WORK ETHIC, ACCOMPLISHES HIS ASSIGNMENTS IN A TIMELY AND SANITARY MANNER. HAS DISPLAYED A STRONG RESPECT FOR STAFF AND FELLOW WORKER INMATES. INMATE SANCHEZ HAS AN INTEREST TO LEARN MORE AND HAS EXPRESSED THAT TO FOODSERVICE STAFF.

Signature and Date of Dept. Head Approval

Route to Dept. Head for Review, Then to Unit Team

Instructions: Check the best statement in each area. Base your rating on the inmate's overall performance for the rating period--neither the inmate's best day nor worst day--as compared to what is expected of a satisfactory worker in the assignment.

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 3. Satisfactory. Shows average amount of interest. Wants to learn own job but does not put forth extra effort.
 4. Good. Above-average interest in job. Asks questions about own work and related work. May do extra work to improve skills.
 5. Outstanding. Eager to master job. Wants to know everything there is to know about it. May read up on own time or volunteer to do things that will improve knowledge.

E. ABILITY TO LEARN

1. Poor. Has very low aptitude and is very slow to learn. Even when given extra instruction unable to learn, no matter how hard trying.
 2. Fair. Slow but if tries eventually will pick up the skills. Needs more instructions than most.
 3. Average. No slower and no faster to learn than most inmates. Requires average amount of instruction.
 4. Good. Learns rapidly. Good memory. Rarely makes the same mistake twice.
 5. Outstanding. Very quick to learn. Excellent memory. Is learning much more rapidly than most inmates assigned here. Never makes the same mistake twice.

F. NEED FOR SUPERVISION; DEPENDABILITY; SAFETY; CARE OF EQUIPMENT

1. Needs constant supervision. If left unsupervised will foul up, get in trouble, or wander off. Undependable.
 2. Needs closer supervision than most. Not very dependable.
 3. Average. Can be relied on for certain things but must be supervised by others. Usually prompt and dependable.
 4. Needs little supervision. Good record of dependability and promptness.
 5. No supervision required. Completely dependable in all things.

Replaces BP-S324, OCT 94

BP-A0324

JUN 10

U.S. DEPARTMENT OF JUSTICE
FEDERAL BUREAU OF PRISONS**WORK PERFORMANCE RATING - INMATE**

Inmate's Name Sanchez, Joseph	Register No. 69701-112	Unit 6-South
Evaluation Period 04-20-2016 TO PRESENT	Work Assignment Food Service	

Bonus Justification

Joseph Sanchez is an exceptional worker. He comes to work everyday with a great attitude. He inspires others around him to do better work. He motivates people to do there best. He is willing to do what ever is asked of him. He is dedicated to make a change in his life, no matter what the coast.

Signature and Date of Dept. Head Approval

Route to Dept. Head for Review, Then to Unit Team

Instructions: Check the best statement in each area. Base your rating on the inmate's overall performance for the rating period--neither the inmate's best day nor worst day--as compared to what is expected of a satisfactory worker in the assignment.

A. QUALITY OF WORK

1. Unsatisfactory. Makes more errors than should for this level of training. Work must be redone.
 2. Fair. Careless; makes mistakes and does not check work. Should do better work.
 3. Satisfactory. Makes some mistakes but no more than expected at this level.
 4. Good. Makes fewer mistakes than most inmates at this level of training. Does Journeyman level work.
 5. Outstanding. Does superior work

B. QUANTITY OF WORK

1. Unsatisfactory. Lazy, wastes time, goofs off.
 2. Fair. Does just enough to get by. Has to be prodded occasionally.
 3. Satisfactory. Works steadily but does not push self.
 4. Good. Willing Worker. Does a full day's work and wastes little time.
 5. Outstanding. Drives self exceptionally hard all the time.

C. INITIATIVE

1. Unsatisfactory. Always waits to be told what to do. Needs help getting started.
 2. Fair. Usually relies on others to say what needs to be done.
 3. Satisfactory. Can adapt to changes in routine. Will start work without waiting to be told.
 4. Good. Can plan own work well. Acts on own in most things. Doesn't wait to be told what to do.
 5. Outstanding. Has good ideas on better ways of doing things.

D. INTEREST; EAGERNESS TO LEARN

1. Poor. Shows no interest in job. Regards job as a drag or waste of time.
 2. Fair. Shows minimal interest but not very eager to learn.
 3. Satisfactory. Shows average amount of interest. Wants to learn own job but does not put forth extra effort.
 4. Good. Above-average interest in job. Asks questions about own work and related work. May do extra work to improve skills.
 5. Outstanding. Eager to master job. Wants to know everything there is to know about it. May read up on own time or volunteer to do things that will improve knowledge.

E. ABILITY TO LEARN

1. Poor. Has very low aptitude and is very slow to learn. Even when given extra instruction unable to learn, no matter how hard trying.
 2. Fair. Slow but if tries eventually will pick up the skills. Needs more instructions than most.
 3. Average. No slower and no faster to learn than most inmates. Requires average amount of instruction.
 4. Good. Learns rapidly. Good memory. Rarely makes the same mistake twice.
 5. Outstanding. Very quick to learn. Excellent memory. Is learning much more rapidly than most inmates assigned here. Never makes the same mistake twice.

F. NEED FOR SUPERVISION; DEPENDABILITY; SAFETY; CARE OF EQUIPMENT

1. Needs constant supervision. If left unsupervised will foul up, get in trouble, or wander off. Undependable.
 2. Needs closer supervision than most. Not very dependable.
 3. Average. Can be relied on for certain things but must be supervised by others. Usually prompt and dependable.
 4. Needs little supervision. Good record of dependability an promptness.
 5. No supervision required. Completely dependable in all things.

Replaces BP-S324, OCT 94

G. RESPONSE TO SUPERVISION AND INSTRUCTION

- 1. Poor. Resentful and hostile. May argue with supervisor.
- 2. Fair. Resists or ignores suggestions.
- 3. Satisfactory. Generally does what is told without any fuss.
- 4. Good. No hostility or resentment. Tries to improve.
- 5. Outstanding. Makes a real effort to please the instructor. Does exactly as is told.

H. ABILITY TO WORK WITH OTHERS

- 1. Poor. Negativistic, hostile, annoying to others.
- 2. Fair. Doesn't make friends easily. Has some interpersonal difficulties.
- 3. Satisfactory. Gets along OK with most co-workers and is accepted by them.
- 4. Good. Friendly, congenial, helpful; others like to work with.
- 5. Outstanding. Gets along well with everyone. Very popular.

I. OVERALL JOB PROFICIENCY

Based on this inmate's overall performance during this work period, if this inmate was an employee of yours in the community would you:

- 1. Fire or lay off that individual?
- 2. Transfer the person to a less demanding job at a lower pay scale?
- 3. Continue to employ the person but without a raise or promotion this time?
- 4. Raise the person's pay but keep the person at the same job?
- 5. Promote the person to a more demanding job at a higher pay rate?

J. GRADES AND PAY

- 1. Performance Pay - Grade Class (Check one) 1 2 3 4 M.
- 2. Hours of Satisfactory work N/A
- 3. Regular Pay N/A
- 4. Bonus Recommended: yes; no
- 5. Total Pay N/A

Supervisor's Signature O. WASHINGTON	Date 04/26/2016
Inmate's Signature	Date

Inmate _____ was requested to sign this rating, but refused, citing the following reason:

Staff Witness' Signature	Date
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