



**Ohio Attorney General's Office
Bureau of Criminal Investigation
Investigative Report**



2025-3739

Officer Involved Critical Incident – 4272 Cider Mill Drive,
Cincinnati, OH 45245 (L)

Investigative Activity: Records Received, Review of Records

Involves: [REDACTED] (S)

Date of Activity: 12/12/2025

Author: SA Lauren Frazier, #129

Narrative:

On December 12, 2025, Ohio Bureau of Criminal Investigation (BCI) Special Agent Lauren Frazier (SA Frazier) received the personnel file for Union Township Police [REDACTED] from Union Township Finance Director Cindy White. SA Frazier reviewed the personnel file and noted the following:

- Numerous human resources documents
- No use of force complaints located

The personnel file has been attached to this report. Please refer to the attachments for further details.

References:

No references.

Attachments:

Attachment # 01: 2025-12-11 [REDACTED] – Personnel File



TO: [REDACTED]
DATE: 11/26/25
FROM: Chief Rees
RE: Released for Duty

COPY

I have received correspondence from [REDACTED] and Lieutenant Hines confirming that [REDACTED] has approved your return to duty on December 1, 2025. Therefore, you are authorized to come back to work on Monday, December 1, 2025.

A handwritten signature in black ink, appearing to read "Anthony Rees", is written over a horizontal line.

Chief Anthony Rees
Union Township Police Department



Union Township Police Department
Administrative Communication



TO: [REDACTED]
DATE: 11/18/25
FROM: Chief Rees
RE: Administrative Leave

COPY

This letter serves to inform you that, effective immediately, you are being placed on paid administrative leave. According to PM 6-02 Response to Resistance, Sections XIX and XX, when any member is involved in a response to resistance incident or takes any action resulting in a death or serious injury, that member will be removed from field duty upon completion of the preliminary investigation and placed on administrative leave until the incident has been reviewed by the CEO.

Additionally, you will be required to attend a debriefing with a psychologist at a date and time to be determined in the near future. This session is intended to help you address any moral, ethical, or psychological after-effects of the incident. Please remain available at all times for official agency interviews and reports related to this matter.

I encourage you to refer to and review your rights as a member as outlined in the current collective bargaining agreement, the Union Township Policy and Procedure Manual, and the Union Township Employee Handbook.

If you have any questions or concerns, please feel free to contact me.

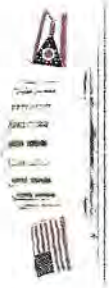
A handwritten signature in black ink, appearing to read 'Anthony Rees', written over a horizontal line.



Chief Anthony Rees
Union Township Police Department



THE STATE OF OHIO



KEITH FABER
OHIO AUDITOR OF STATE

The Ohio Auditor of State's Office

certifies that



has successfully completed
Fraud Reporting and Training

July 14, 2025

A handwritten signature in cursive script that reads "Keith Faber".

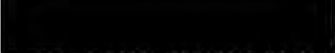
Keith Faber
Ohio Auditor of State

Acknowledgement of receipt of Auditor of State fraud-reporting system information

Pursuant to Ohio Revised Code Section 117.103(B), the auditor of state shall create training material detailing Ohio's fraud-reporting system and the means of reporting fraud, waste, and abuse. The auditor of state shall provide the training material to employees and elected officials of a political subdivision.

Current employees and elected officials shall complete the training within ninety days of date specified by the auditor of state as noted in Bulletin 2024-005. No exceptions will be allowed unless good cause exists for noncompliance. Each new employee or elected official shall confirm receipt of this material within thirty days after taking office or beginning employment. The training shall be required every four years for each employee or elected official.

By signing below, you are acknowledging both that the Auditor of State provided you information about the fraud-reporting system as described by Section 117.103(B) of the Revised Code and that you have completed review of the training material.

I, , have been provided and reviewed materials regarding the fraud-reporting system operated by the Ohio Auditor of State's office. I further state that the undersigned signature acknowledges receipt and review of this information.



NAME

Police officer

TITLE

Union Township

DEPARTMENT




SIGNATURE

07/14/2025

DATE

Union Township Police Department
Acknowledgment of General Orders

I  have been informed that the General Orders are available on Power DMS and the templates drive. On 07/08/2025 I have
Date been shown the General Orders and agree to abide by the standards of conduct, policies, and procedures therein.

I understand that a physical copy of this manual will be available to me in my place of work; in addition to the digital versions outlined above.

I understand that the CEO reserves the right to change these general orders in the future to reflect changes in laws, work environment, operations and other circumstances affecting economic, operational, and administrative needs.

I understand that, unless otherwise stated, all general orders are in effect upon date of issue.

I understand that under no circumstances may these General Orders and its contents be lent, given away, or copied in any manner by any person without the explicit permission of my employer. I understand that any digital or physical copies of the General Orders will be returned to my employer upon request.



Heather Brown
Signature of issuing supervisor

Union Township Police Department
Code of Ethics for Sworn Members

As a law enforcement officer, my fundamental obligation is to protect the constitutional rights and freedoms of the people whom I have been sworn to protect.

While I consider the way I choose to conduct my private affairs a personal freedom, I accept the responsibilities for my actions, as well as inactions, while on duty or off duty, when those actions bring disrepute on the public image of my employer, my fellow members, and the law enforcement profession.

I vow to perform all my duties in a professional and competent manner. I consider the abilities to be courageous in the face of danger and to exercise restraint in the use of my powers and authorities to be the ultimate public trust. I accept that I must consistently strive to achieve excellence in learning the necessary knowledge and skills associated with my duties. I will keep myself physically fit and mentally alert so that I am capable of performing my duties according to the standards of quality expected of my position.

I vow to be fully truthful and honest in my dealings with others. I deplore lies and half-truths that mislead or do not fully inform those who must depend on my honesty. I will obey the very laws that I am sworn to uphold. I will seek affirmative ways to comply with the standards of my agency and the lawful directions of my supervisors.

I vow to treat others with courtesy at all times. I consider it to be a professional weakness to allow another's behavior to dictate my response. I will not allow others' actions or failings to be my excuse for not performing my duties in a responsible and professional and expected manner.

I vow to empathize with the problems of people with whom I come into daily contact. However, I cannot allow my personal feelings, prejudices, animosities, or friendships to influence the discretionary authorities entrusted to my job. I will affirmatively seek ways to avoid conflicts and potential conflicts of interest that could compromise my official authority or public image.

I hold the authority inherent in my position to be an affirmation of the public's trust in me as a law enforcement officer. I do not take this trust lightly. As long as I remain in this position, I will dedicate myself to maintaining this trust and upholding all the ideals of the law enforcement profession.

Employee Signature

Witness Signature

Date

07/08/2025

JOB DESCRIPTION

Page 1 of 4

Union Township
An Equal Opportunity Employer

Title: Police Officer
Reports To: Police Sergeant
Employment Status: Full-time
FLSA Status: Non-exempt

QUALIFICATIONS:

1. High school diploma or general education degree (GED), or equivalent.
2. Must be at least twenty-one (21) years of age.
3. Satisfactory background investigation.
4. The ability to work flexible hours/shifts as necessary.
5. Must be computer literate.
6. Valid Ohio driver's license.

GENERAL DESCRIPTION:

Under direction, protects the lives and property of the citizens of Union Township; enforces the laws of the local, state, and federal government; serves the citizens of the Township within the scope of his or her particular assignment.

ESSENTIAL FUNCTIONS:

1. Responds to all dispatched calls and requests for assistance from citizens, establishments, etc.
 2. Patrols assigned area, studies geographical layout, and conducts observations of businesses, various establishments, etc.
 3. Prepares and maintains file of daily activity reports, incident reports, and all required paperwork.
 4. Initiates reports and reads and evaluates correspondence/memoranda relative to operational activities and police hazards.
 5. Observes traffic flow for violations and issues warnings or citations to violators.
-

JOB DESCRIPTION

Page 2 of 4

Union Township An Equal Opportunity Employer

6. Conducts investigations of traffic accidents, crime scene analysis, etc., and gathers evidence, interviews complainant, witnesses, and victims and performs laboratory work as assigned.
7. Detains, arrests, transports, and processes prisoners.
8. Gives counseling to citizens in answer to radio calls or when summoned on the street.
9. Establishes and maintains continuous communication with internal elements of the department through various communication media (e.g., by submitting a 5wh report through the Chain of Command).
10. Actively participates in training programs as an instructor and/or student.
11. Performs crowd control at parades, festivals, riots, etc.
12. Conducts undercover and surveillance operations as required.
13. Serves as liaison between the court, victim(s), witness(es), and prosecutor; and, testifies in court when necessary.
14. Follows all safety policies and procedures of Union Township.
15. Maintains all required licenses and/or certificates.
16. Demonstrates regular and predictable attendance.

OTHER DUTIES AND RESPONSIBILITIES:

1. Attends workshops or seminars related to duties performed.
2. Performs other duties as assigned by supervisor (e.g., See Position Assignment Addendum for Crime Prevention Officer, K-9 Handler, etc.).

KNOWLEDGE, SKILLS, AND ABILITIES:

Knowledge of: LEADS computer operations; two-way radio operations; Township policies and procedures; safety practices and procedures; department policies and procedures; investigation techniques; arrest procedures; law enforcement procedures and methods; techniques of collection and preservation of evidence; federal, state, and local laws;

JOB DESCRIPTION

Page 3 of 4

Union Township

An Equal Opportunity Employer

surveillance techniques; security practices and procedures; criminal justice; public relations; courtroom procedures; court filing procedures; office practices and procedures; records management; workplace safety; supervisory principles and practices; local geographical area.

Skill in: computer operation; motor vehicle operation; operation and care of firearms; law enforcement equipment operation; use of restraint devices.

Ability to: interpret policies, rules, and regulations; carry out instructions in written, oral, or picture form; interpret a variety of instructions in written, oral, picture, or schedule form; deal with variety of variables within somewhat unfamiliar context; recognize unusual or threatening conditions and take appropriate action; define problems, collect data, establish facts, and draw valid conclusions; exercise independent judgment and discretion; understand, interpret, and apply laws, rules, or regulations to specific situations; add, subtract, multiply, and divide whole numbers; complete routine forms; prepare accurate documentation; compile and prepare reports; respond to routine inquiries from public and/or officials; communicate effectively; understand a variety of written and/or verbal communications; gather, collate, and classify information; maintain records according to established procedures; answer routine telephone inquiries; handle sensitive inquiries from and contacts with officials and general public; develop and maintain effective working relationships; resolve complaints; demonstrate physical endurance; demonstrate physical agility; subdue and/or restrain adults, children, etc.; maintain fitness standards.

EQUIPMENT OPERATED:

Police vehicles, law enforcement weapons, handcuffs, flashlight, computer.

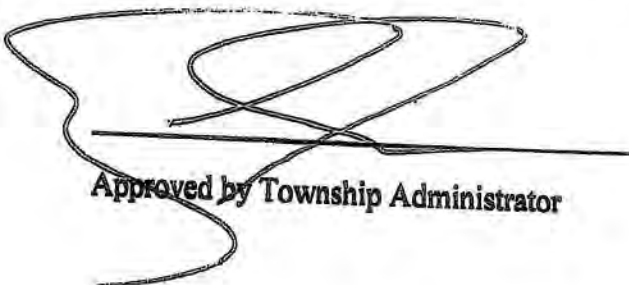
PHYSICALLY DEMANDING AND HAZARDOUS WORKING CONDITIONS INHERENT IN THIS JOB DESCRIPTION:

JOB DESCRIPTION

Page 4 of 4

Union Township
An Equal Opportunity Employer



This job description in no manner states or implies that these are the only duties and responsibilities to be performed by the position incumbent who will be required to follow other instructions and perform any duties required by the position's supervisor, Police Chief/Fire Chief, or Township Administrator.



Approved by Township Administrator

Date 6/3/2024

I understand, and will perform to the best of my ability, the job duties and requirements specified in this job description. Unless explicitly implied by bargaining contract or statutes, I understand that I am an at-will employee and that I may be terminated at any time by the Board of Trustees.



Date 07/08/2025

PUBLIC EMPLOYMENT

In accordance with section 2909.34 of the Ohio Revised Code

DECLARATION REGARDING MATERIAL ASSISTANCE/NONASSISTANCE TO A TERRORIST ORGANIZATION

This form serves as a declaration of the provision of material assistance to a terrorist organization or organization that supports terrorism as identified by the U.S. Department of State Terrorist Exclusion List (see the Ohio Homeland Security Division website for a reference copy of the Terrorist Exclusion List).

Any answer of "yes" to any question, or the failure to answer "no" to any question on this declaration shall serve as a disclosure that material assistance to an organization identified on the U.S. Department of State Terrorist Exclusion List has been provided. Failure to disclose the provision of material assistance to such an organization or knowingly making false statements regarding material assistance to such an organization is a felony of the fifth degree.

For the purposes of this declaration, "material support or resources" means currency, payment instruments, other financial securities, funds, transfer of funds, and financial services that are in excess of one hundred dollars, as well as communications, lodging, training, safe houses, false documentation or identification, communications equipment, facilities, weapons, lethal substances, explosives, personnel, transportation, and other physical assets, except medicine or religious materials.

| | | | | | | | |
|--------------|------------|--|------------|------------|-----|----------------|------------|
| LAST NAME | [REDACTED] | | FIRST NAME | [REDACTED] | | MIDDLE INITIAL | [REDACTED] |
| HOME ADDRESS | [REDACTED] | | | | | | |
| CITY | [REDACTED] | | STATE | [REDACTED] | ZIP | [REDACTED] | |
| HOME PHONE | [REDACTED] | | WORK PHONE | [REDACTED] | | | |

DECLARATION

In accordance with division (A)(2)(b) of section 2909.32 of the Ohio Revised Code

For each question, indicate either "yes," or "no" in the space provided. Responses must be truthful to the best of your knowledge.

- Are you a member of an organization on the U.S. Department of State Terrorist Exclusion List?
☐ Yes ☒ No
- Have you used any position of prominence you have with any country to persuade others to support an organization on the U.S. Department of State Terrorist Exclusion List?
☐ Yes ☒ No
- Have you knowingly solicited funds or other things of value for an organization on the U.S. Department of State Terrorist Exclusion List?
☐ Yes ☒ No

PUBLIC EMPLOYMENT - CONTINUED

4. Have you solicited any individual for membership in an organization on the U.S. Department of State Terrorist Exclusion List?
☐ Yes ☒ No
5. Have you committed an act that you know, or reasonably should have known, affords "material support or resources" to an organization on the U.S. Department of State Terrorist Exclusion List?
☐ Yes ☒ No
6. Have you hired or compensated a person you knew to be a member of an organization on the U.S. Department of State Terrorist Exclusion List, or a person you knew to be engaged in planning, assisting, or carrying out an act of terrorism?
☐ Yes ☒ No

In the event of a denial of public employment due to a positive indication that material assistance has been provided to a terrorist organization, or an organization that supports terrorism as identified by the U.S. Department of State Terrorist Exclusion List, a review of the denial may be requested. The request must be sent to the Ohio Department of Public Safety's Division of Homeland Security. The request forms and instructions for filing can be found on the Ohio Homeland Security Division website.

CERTIFICATION

I hereby certify that the answers I have made to all of the questions on this declaration are true to the best of my knowledge. I understand that if this declaration is not completed in its entirety, it will not be processed and I will be automatically disqualified. I understand that I am responsible for the correctness of this declaration. I understand that failure to disclose the provision of material assistance to an organization identified on the U.S. Department of State Terrorist Exclusion List, or knowingly making false statements regarding material assistance to such an organization is a felony of the fifth degree. I understand that any answer of "yes" to any question, or the failure to answer "no" to any question on this declaration shall serve as a disclosure that material assistance to an organization identified on the U.S. Department of State Terrorist Exclusion List has been provided by myself or my organization.

X

Signature

07/08/2025

Date

Please sign the attached and present the acknowledgment slip below to your supervisor for inclusion in your personnel file.

Unless explicitly implied by bargaining statutes, I understand that I am an at-will employee and that the Board of Trustees may terminate me at any time.

I have also reviewed a copy of Union Township's Personnel Policy Manual that outlines my privileges and obligations as an employee of the Township. I will familiarize myself with the information in these directives and understand that they, effective **May 2024**, govern me as an employee and I am responsible for complying with all relevant policies.

Since the information in these directives may be subject to change by action of the Board of Trustees, it is understood that I will be notified through the usual channels of dissemination.

Employee Signature

Date



UNION TOWNSHIP EMPLOYEE ACKNOWLEDGEMENT RECEIPT OF CELLULAR TELEPHONE POLICY

I, _____, hereby acknowledge that I have received a copy of the *Union Township Cellular Telephone Policy*, as amended, and understand the provisions set forth therein. Further, I understand the consequences of failure to follow the provisions set forth within this document, including being subject to disciplinary procedures set forth within the *Personnel Policy Manual of Union Township, Clermont County, Ohio (January 2005)*, as amended, and any other penalties, whether in law or in equity, as provided within the Ohio Revised Code.

Signature

Date

Print Name

Department/Agency

Union Township Cellular Telephone Policy
Adopted November 13, 2008
Amended May 17, 2012



**UNION TOWNSHIP EMPLOYEE ACKNOWLEDGEMENT
RECEIPT OF CONFLICT OF INTEREST POLICY**

I, _____, hereby acknowledge that I have received a copy of the *Union Township Conflict of Interest Policy*, and understand the provisions set forth therein. Further, I understand the consequences of failure to follow the provisions set forth within this document, including being subject to disciplinary procedures set forth within the *Personnel Policy Manual of Union Township, Clermont County, Ohio (January 2005)*, and any other penalties, whether in law or in equity, as provided within the Ohio Revised Code.

Signature

Date

Print Name

Department/Agency

Acknowledgement of receipt of Auditor of State fraud-reporting system information

Pursuant to Ohio Revised Code Section 117.103(B), the auditor of state shall create training material detailing Ohio's fraud-reporting system and the means of reporting fraud, waste, and abuse. The auditor of state shall provide the training material to employees and elected officials of a political subdivision.

Current employees and elected officials shall complete the training within ninety days of date specified by the auditor of state as noted in Bulletin 2024-005. No exceptions will be allowed unless good cause exists for noncompliance. Each new employee or elected official shall confirm receipt of this material within thirty days after taking office or beginning employment. The training shall be required every four years for each employee or elected official.

By signing below, you are acknowledging both that the Auditor of State provided you information about the fraud-reporting system as described by Section 117.103(B) of the Revised Code and that you have completed review of the training material.

I, _____, have been provided and reviewed materials regarding the fraud-reporting system operated by the Ohio Auditor of State's office. I further state that the undersigned signature acknowledges receipt and review of this information.

| | | |
|-----------|-------|------------|
| _____ | _____ | _____ |
| NAME | TITLE | DEPARTMENT |
| _____ | | _____ |
| SIGNATURE | | DATE |

Electronically signed by:

06/28/2025 1:37:57 PM

IP Address: _____

Union Township Employee Acknowledgement Receipt of Public Records Policy Handbook

I, _____, hereby acknowledge that I have received a copy of the *Union Township Public Records Policy Handbook*, and understand the provisions set forth therein. Further, I understand the consequences of failure to follow the provisions set forth within this document, including being subject to disciplinary procedures set forth within the *Personnel Policy Manual of Union Township, Clermont County, Ohio (Amended June 11, 2024)*.

Signature

Date

Print Name

Department/Agency

Union Township supports the Drug Free Workplace Act of 1988. Consequently, any unlawful manufacture, distribution, dispensation, possession, or use of controlled substances on these premises by employees is strictly prohibited and violators will be subject to corrective action and criminal prosecution.

This policy is to be regarded as a condition of employment. Any employee convicted of a work related drug offense must notify the Township Administrator no later than five (5) calendar days after conviction.

DRUG FREE WORKPLACE POLICY RECEIPT

The purpose of this document is to verify that I have received a copy of the Township's Drug Free Workplace Notice and Policy.

Employee Signature

Date



UNION TOWNSHIP POLICE DEPARTMENT

Chief Anthony S. Rees

4312 Gleneste-Withamsville Road • Cincinnati, Ohio 45245
(513)752-1230 (513)753-2687 (FAX)



APPLICATION FOR EMPLOYMENT

Revised 03/2023

UNION TOWNSHIP IS AN EQUAL OPPORTUNITY EMPLOYER

Today's Date 4 MARCH 2025

| | | | |
|--|---|------------------------|------------------------|
| Name Last | First | M.I. | Social Security Number |
| [REDACTED] | | | |
| Present address | City | State | Zip code |
| [REDACTED] | | | |
| How long have you lived at your present address? | Home phone number | Alternate phone number | |
| 0 yrs. 2 mos. | [REDACTED] | " " | |
| Are you a US citizen? | YES <input checked="" type="checkbox"/> NO <input type="checkbox"/> | | |
| Are you 21 years of age or older? | YES <input checked="" type="checkbox"/> NO <input type="checkbox"/> | | |
| Are you legally eligible for employment in the US? | YES <input checked="" type="checkbox"/> NO <input type="checkbox"/> | | |
| Position applying for: | | | |
| <input checked="" type="checkbox"/> Police Officer <input type="checkbox"/> Civilian (Communications, Secretarial) | | | |

Education

| TYPE OF SCHOOL | NAME AND ADDRESS OF SCHOOL | LAST GRADE COMPLETED | COURSE OF STUDY | DATES | DEGREE OR DIPLOMA |
|--|--|----------------------|-----------------|------------|-------------------|
| ELEMENTARY | SUMMERSIDE ELEMENTARY 4639 VERMONT DR. CINCINNATI, OH 45245 | 5 th | N/A | [REDACTED] | |
| HIGH SCHOOL | WEST CLERMONT 4101 BACH BRYTON RD. BATAVIA, OH 45103 | 12 th | N/A | | Diploma |
| COLLEGE | N/A | N/A | N/A | | N/A |
| LAW ENFORCEMENT | BUTLER TECH 5140 PRINCETON GLENDALE RD. TOWN. OH 45011 | | OPOTA | | |
| Are you continuing your education? YES <input type="checkbox"/> NO <input checked="" type="checkbox"/> | | | | | |
| If yes, please indicate how | | | | | |
| Scholastic honors or scholarships received | | | | | |

RECEIVED MAR 04 2025

Employment History

Please list all employment, starting with present or most recent employer.
Account for all periods, including all unemployment or time not spent in school or military service.

| | | | | |
|---------------------------------------|------------------------------|---------------------------|--|------------------------|
| 1 | Name and address of employer | | | Full time Part time |
| Date | | Supervisor name and title | | |
| | Job Title | Reason for leaving | | |
| Describe type of business and duties: | | | | |

| | | | | |
|---|------------------------------|--|---------------------------|--|
| 2 | Name and address of employer | HOME DEPOT 520 OHIO PIKE, CINCINNATI, OH 45255 | | Full time <input checked="" type="checkbox"/> Part time |
| Dates of employment | | Phone number | Supervisor name and title | |
| | | (513)-688-1654 | HEATHER + DOUG - MANAGER | |
| Final salary \$15 <input checked="" type="checkbox"/> Hour <input type="checkbox"/> Week <input type="checkbox"/> Month | | Job Title | Reason for leaving | |
| | | SALES ASSOCIATE | MILITARY SERVICE | |
| Describe type of business and duties: | | | | |
| <ul style="list-style-type: none"> • ASSESSED CUSTOMER NEEDS AND PROVIDED ASSISTANCE • WORKED WITH FELLOW TEAM MEMBERS TO ACHIEVE GROUP TARGETS • MAINTAINED SALES RECORDS | | | | |

| | | | | |
|---|------------------------------|--|---------------------------|--|
| 3 | Name and address of employer | FOOT LOCKER 4601 EASTGATE BLVD. CINCINNATI, OH 45245 | | Full time <input checked="" type="checkbox"/> Part time |
| Dates of employment | | Phone number | Supervisor name and title | |
| | | (513) 653-7667 | DALLAS LYNN - MANAGER | |
| Final salary \$12 <input checked="" type="checkbox"/> Hour <input type="checkbox"/> Week <input type="checkbox"/> Month | | Job Title | Reason for leaving | |
| | | SALES ASSOCIATE | STORE CLOSED | |
| Describe type of business and duties: | | | | |
| <ul style="list-style-type: none"> • ASSESSED CUSTOMER NEEDS AND PROVIDED ASSISTANCE • MANAGED INVENTORY AND RESTOCKS • MANAGED SALES TRANSACTIONS | | | | |

| | | | | |
|---|------------------------------|---|---------------------------|--|
| 4 | Name and address of employer | MIKE'S CAR WASH 814 EASTGATE N DR, CINCINNATI, OH 45245 | | Full time <input checked="" type="checkbox"/> Part time |
| Dates of employment | | Phone number | Supervisor name and title | |
| | | (513) 943-3550 | UNKNOWN | |
| Final salary \$12 <input checked="" type="checkbox"/> Hour <input type="checkbox"/> Week <input type="checkbox"/> Month | | Job Title | Reason for leaving | |
| | | SALES ASSOCIATE | FOCUS ON SCHOOL | |
| Describe type of business and duties: | | | | |
| <ul style="list-style-type: none"> • ASSESSED CUSTOMER NEEDS AND PROVIDED ASSISTANCE • MAINTAINED CLEANLINESS AND WASHED VEHICLES | | | | |

Continued on next page

Employment History (cont.)

| | | | |
|---|-----------|--|---------------------------|
| 5 Name and address of employer | | <input type="checkbox"/> Full time <input type="checkbox"/> Part time | |
| Dates of employment | | Phone number | Supervisor name and title |
| Final salary \$ <input type="checkbox"/> Hour <input type="checkbox"/> Week <input type="checkbox"/> Month | Job Title | Reason for Leaving | |
| Describe type of business and duties: | | | |


| | | | |
|---|-----------|--|---------------------------|
| 6 Name and address of employer | | <input type="checkbox"/> Full time <input type="checkbox"/> Part time | |
| Dates of employment | | Phone number | Supervisor name and title |
| Final salary \$ <input type="checkbox"/> Hour <input type="checkbox"/> Week <input type="checkbox"/> Month | Job Title | Reason for leaving | |
| Describe type of business and duties: | | | |

| | | | |
|---|-----------|--|---------------------------|
| 7 Name and address of employer | | <input type="checkbox"/> Full time <input type="checkbox"/> Part time | |
| Dates of employment | | Phone number | Supervisor name and title |
| Final salary \$ <input type="checkbox"/> Hour <input type="checkbox"/> Week <input type="checkbox"/> Month | Job Title | Reason for leaving | |
| Describe type of business and duties: | | | |

| | | | |
|---|-----------|--|---------------------------|
| 8 Name and address of employer | | <input type="checkbox"/> Full time <input type="checkbox"/> Part time | |
| Dates of employment | | Phone number | Supervisor name and title |
| Final salary \$ <input type="checkbox"/> Hour <input type="checkbox"/> Week <input type="checkbox"/> Month | Job Title | Reason for leaving | |
| Describe type of business and duties: | | | |

I hereby give my permission to contact the employers I have listed concerning my present and prior work experience.

Signature



Date 4 March 2015

If there is a particular employer(s) you do not wish us to contact, please indicate which one(s) and explain.

Previous Address(s)

Starting with your present address, list ALL addresses where you have lived for the past ten (10) years. Include your address while in military service.

| Dates | Street Address | City | County | State |
|-------|----------------|------|--------|-------|
|-------|----------------|------|--------|-------|

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| | | |

I certify that the above information is true to the best of my knowledge.

Signature



Date 4 March 2025

REFERENCES (Do not list persons related to you)

| | | | | | |
|----------------------------------|------|--------------|-----------|--------------|------------|
| 1 | Name | TRAINER GREY | | Phone Number | [REDACTED] |
| Address | | City | State/Zip | | |
| FT CAMPBELL HOUSING | | FT CAMPBELL | KY 42223 | | |
| Relationship PRIOR LIEUTENANT | | | | | |

| | | | | | |
|--|------|---------------|-----------|--------------|------------|
| 2 | Name | BRANDON MAHAN | | Phone Number | [REDACTED] |
| Address | | City | State/Zip | | |
| FT CAMPBELL HOUSING | | FT CAMPBELL | KY 42223 | | |
| Relationship PRIOR MILITARY CO WORKER | | | | | |

| | | | | | |
|------------------------|------|------------|-----------|--------------|------------|
| 3 | Name | MARK CLARK | | Phone Number | [REDACTED] |
| Address | | City | State/Zip | | |
| 4629 LOCUST GROVE CT. | | BATAVIA | OH 45103 | | |
| Relationship FRIEND | | | | | |

| | | | | | |
|------------------------|------|----------------|-----------|--------------|------------|
| 4 | Name | HUNTER GAMBELL | | Phone Number | [REDACTED] |
| Address | | City | State/Zip | | |
| 300 KINGS POND DR | | JACKSONVILLE | NC 28546 | | |
| Relationship FRIEND | | | | | |

| | | | | | |
|--|------|------------------|-----------|--------------|------------|
| 5 | Name | ISAIAH MENDIBLES | | Phone Number | [REDACTED] |
| Address | | City | State/Zip | | |
| 108 E. ST | | CLARKSVILLE | TN 37042 | | |
| Relationship PRIOR MILITARY CO WORKER | | | | | |

I certify that the above information is true to the best of my knowledge.

Signature

[REDACTED]

Date 4 MARCH 2025

EMPLOYMENT APPLICATION and PERSONAL HISTORY QUESTIONNAIRE

Instruction and Reminder

There are legal obligations to complete this Employment Application and Personal History Questionnaire in a truthful, fully informative manner. All questions must be answered. If a question does not apply to your particular circumstance, insert "DNA" (Does not Apply) in the proper blank. You may add additional sheets if more space is needed.

Please be aware that ALL information is subject to verification via home visits, source documentation, polygraph (truth verification) examination in which questions will be derived from this application booklet and a pre-screening polygraph booklet. Be fully truthful and do not evade questions. The Ohio Revised Code (ORC) provides penalties for making false statements of a material fact or for practicing fraud or deception in obtaining or attempting to obtain employment. Such penalties include rejection for appointment, discharge after appointment, and/or prosecution under Ohio Revised Code Section 2921.13.

PERSONAL HISTORY QUESTIONNAIRE

Explanation of the Purpose and Use

Thank you for taking the time and thoughtful effort to complete this Personal History Questionnaire. We want you to understand the purpose of this form and the objective, professional manner in which we will treat the information you provide.

We want you to consider the Personal History Questionnaire as an opportunity to organize and present relevant information about yourself. This information will assist us in gaining an accurate picture of your background to be used as one of the bases for our appraisal of the "goodness of fit" between you and the position for which you are applying. Other bases are your physical ability and health, your self-presentation in interviews, a polygraph (the detector) examination, and a psychological examination.

Additionally, we want you to know that we not only consider the facts presented, but we also consider your explanations surrounding the facts. That is why it is so critically important that you make a special effort to answer all questions completely, truthfully, and thoughtfully. There are many opportunities within the form for you to offer an explanation of facts and/or circumstances.

We will take an overview of the information you provide and treat it in a "profile" manner which enables us to make judgments about your background as well as analyze specific areas. Using a full scope of information, we can evaluate the overall balance of your strengths and limitations so that our conclusions about your eligibility are not unduly influenced by narrow or isolated bits of information.

Our profile approach to your background leads us to look at the balance of factors in the following areas:

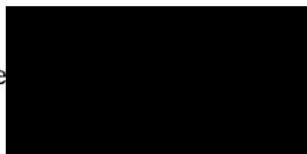
- I. Financial Status
- II. Moving Traffic Violations
- III. Memberships in Organizations Conspiring and/or Advocating Use of Violence or Illegal Activity
- IV. Prior Applications for a Position with any Police Department

In analyzing your background in the various profiled areas we are looking for evidence of your sense of responsibility, self-discipline, emotional maturity, and the ability to exercise good judgment as you meet the demands of living in our contemporary society.

Please feel free to ask any questions you may have about the instructions for completing this Personal History Questionnaire. We have personnel available to insure that you understand the instructions. However, the personnel cannot answer how your responses to the questions will be interpreted.

Please acknowledge your reading and fully understanding of the **Employment Application** and the **Explanation of the Personal History Questionnaire** by signing in the space below.

Signature



Date 4 MARCH 2025

I. Financial Status

Indebtedness (Check as many as apply today)

- ☐ own ☒ rent/lease ☐ living with parents
☒ living with other ☐ other

All yes answers require an explanation (use additional sheet if necessary)

- | Yes | No | |
|--------------------------|-------------------------------------|---|
| <input type="checkbox"/> | <input checked="" type="checkbox"/> | Have you ever had your wages attached or garnished? If yes, when _____ |
| <input type="checkbox"/> | <input checked="" type="checkbox"/> | Have you ever been a defendant in small claims court? If yes, explain _____ |
| <input type="checkbox"/> | <input checked="" type="checkbox"/> | Do you have any civil action pending against you? If yes, explain _____ |
| <input type="checkbox"/> | <input checked="" type="checkbox"/> | Have you ever filed for bankruptcy or been declared bankrupt? If yes, When _____ |
| <input type="checkbox"/> | <input checked="" type="checkbox"/> | Have you ever been declared delinquent in child support payments ordered by the court? If yes, explain _____ |
| <input type="checkbox"/> | <input checked="" type="checkbox"/> | Have you ever been refused credit? If yes, explain _____ |
| <input type="checkbox"/> | <input checked="" type="checkbox"/> | Have you ever had property repossessed? If yes, explain _____ |
| <input type="checkbox"/> | <input checked="" type="checkbox"/> | Do you owe past taxes? If yes, explain _____ |
| <input type="checkbox"/> | <input checked="" type="checkbox"/> | Have you written checks within the last twelve (12) months that you knew would be returned for insufficient funds but wrote them anyway? If yes, how many _____ |
| <input type="checkbox"/> | <input checked="" type="checkbox"/> | Have you skipped paying bills or debts on time? If yes, explain all occurrences _____ |
| <input type="checkbox"/> | <input checked="" type="checkbox"/> | Are any of your bills in the hands of a bill collection agency? If yes, explain _____ |

I certify that the above information is true to the best of my knowledge.

Signature

[Redacted Signature]

Date 4 March 2025

Financial Status (cont)

| Obligation | Company (name, city, state) | Amount owed / overdue/ past due |
|------------------|-----------------------------|---------------------------------|
| Home Loan | N/A | |
| Personal Loan | N/A | |
| Auto Loan #1 | | |
| Auto Loan #2 | | |
| Finance Co. | KEMBA CREDIT UNION | owed 2,548.27 |
| Finance Co. | N/A | |
| Finance Co. | N/A | |
| Mastercard | N/A | |
| VISA | N/A | |
| Department Store | N/A | |
| Department Store | N/A | |
| Credit Union | N/A | |
| Obligation | Court of Jurisdiction | |
| Child Support | N/A | |
| Child Support | N/A | |
| Chapter 13 | N/A | |
| Bankruptcy | N/A | |
| Small Claims | N/A | |
| FRA (traffic) | N/A | |
| Civil Suits | N/A | |
| Alimony | N/A | |

Yes



No



Do you have a personal checking account?

If yes, institution name



Do you have a personal savings account?

If yes, institution name

I certify that the above information is true to the best of my knowledge.

Signature

Date 4 MARCH 2025

II. Moving Traffic Violations

List the number of Moving Violations you have had since age 16.

| Offense | Number | Ohio | Non- Ohio |
|--------------------------|--------|------|-----------|
| D.U.I. | N/A | N/A | N/A |
| Speed | 2 | 0 | 2 (TN/KY) |
| Driving w/o License | N/A | N/A | N/A |
| Reckless Driving | N/A | N/A | N/A |
| Driving Under Suspension | N/A | N/A | N/A |
| Other | N/A | N/A | N/A |

I certify that the above information is true to the best of my knowledge.

Signature



Date 4 MARCH 2025

III. Memberships in Organizations

YES NO

☐☒

Are you now or have you ever been a member of an organization that advocates or practices violence and/or unlawful acts (including, but not limited to, bombing or burning structures, murder, mayhem, rioting, kidnapping, extortion, or terrorism) to effect political or social change?

If yes, give names and dates of memberships

| Organization | Dates of Membership |
|--------------|---------------------|
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I certify that the above information is true to the best of my knowledge.

Signature



Date 4 March 2025

IV. Prior Applications

YES



NO



Have you ever applied for a police position with any police department in the US?
If yes,

| Date | Department | Position | Hired? |
|------------|-----------------|----------------|---------|
| [REDACTED] | COLERAIN TWP PD | POLICE OFFICER | PENDING |
| | | | |
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| | | | |

I certify that the above information is true to the best of my knowledge.

Signature

[REDACTED]

Date 4 MARCH 2015

CERTIFICATION OF AUTHENTICITY

I CERTIFY THAT THE STATEMENTS CONTAINED IN THIS APPLICATION/QUESTIONNAIRE ARE TRUE TO THE BEST OF MY KNOWLEDGE. I UNDERSTAND THAT ANY OMISSIONS OR FALSE STATEMENTS MADE ON THIS QUESTIONNAIRE MAY BE CAUSE FOR DISAPPROVAL OF MY APPOINTMENT, OR FOR DISCHARGE AFTER APPOINTMENT. I FURTHER REALIZE THAT ANY FALSEHOODS MAY SUBJECT ME TO PROSECUTION UNDER OHIO REVISED CODE SECTION 2921.13.

Signature of Applicant



Date of Review of July 25



UNION TOWNSHIP POLICE DEPARTMENT

Chief Anthony S. Rees

4312 Gleneste-Withamsville Road • Cincinnati, Ohio 45245
(513)752-1230 (513)753-2687 (FAX)



Dear Sir,

I, _____ permit any authorized representative of the _____ POLICE DEPARTMENT, Clermont County, Ohio, bearing this release, or copy thereof, within one (1) year of it's date, to obtain any information in your files pertaining to employment, including personal history and disciplinary records. I hereby direct you to release such information upon request of the bearer. This release is executed with full knowledge and understanding that the information is for official use of Employment Investigation.

I hereby release you, as the custodian of such records, both individually and collectively, from any and all liability for damages whatever kind, which may at any time result to me, my heirs, family, or associates because of compliance with this authorization and request to release information, or any attempt to comply with it.

Signed _____

Dated 4 MARCH 2025



Union Township Police

Established in 1965
Chief of Police Anthony Rees

February 11, 2025

Lukas Schleidt



Mr. Schleidt:

Thank you for providing us the opportunity to meet you and to consider you for employment. We have selected an individual(s) who was determined to be better suited to continue in our selection process. Although you were not selected to go forward, your resume will be retained in our files for one year.

Thank you for your participation in our selection process and for considering Union Township as a prospective employer.

Sincerely,

Anthony S. Rees
Chief of Police




Union Township Police

Established in 1965
Chief of Police Anthony Rees

October 31, 2024



Dear Mr. 

Thank you for showing an interest in the Union Township Police Department. I wanted to let you know that we require Ohio Peace Officer Certification before we will begin the interviewing process. I have enclosed a Police Officer Selection Process form that will explain our process. Please feel free to re-apply with our department once you obtain your Ohio Peace Officer certification.

Once again, thank you for taking an interest in the Union Township Police Department.

Sincerely,

Heather Brown

Heather Brown
Administrative Assistant

4312 Glen Este-Withamsville Road • Cincinnati, Ohio 45245

(513) 752-1230 • FAX (513) 753-2687

Equal Opportunity Employer

[REDACTED] [REDACTED] [REDACTED]

10/25/2024

Hiring Committee
Union Township Police Department
4312 Glen Este-Withamsville Rd.
Cincinnati, OH 45245

Dear Hiring Committee:

I am writing to express my enthusiasm for the Police Officer position at the Union Township Police Department. I am particularly drawn to this opportunity due to my strong commitment to public service and my desire to make a positive impact within the community. I will be [REDACTED] and plan to attend the UC Clermont Police Academy in [REDACTED] which aligns perfectly with your recruitment timeline.

[REDACTED] I have honed my leadership and communication skills, effectively managed complex projects and executing strategic missions. My experience as [REDACTED] involved mission planning, monitoring team morale, and identifying areas for further training. These responsibilities required a high level of mental and physical focus, as well as the ability to communicate effectively under pressure, all of which I believe are crucial for success as a police officer.

I am excited about the benefits offered by the Union Township Police Department. I am committed to bringing my skills in team leadership, sound decision-making, and personnel mentoring to your department. Thank you for considering my application. I look forward to the opportunity to contribute to the safety and well-being of the Union Township community. Please feel free to contact me at your convenience to discuss my candidacy further. [REDACTED]

[REDACTED]

RECEIVED OCT 28 2024

Profile

[REDACTED] known for strong leadership and communication skills.
Experienced in managing complex projects, resolving conflicts, and executing strategic missions with precision.
Committed to team success and safeguarding both team members and civilians.

Professional Experience

[REDACTED]
Cincinnati, OH

Sales Associate

Home Depot

- Assessed customer needs to provide assistance and information on products.
- Worked with fellow sales team members to achieve group targets.
- Maintained records related to sales for store management.

Education

[REDACTED]
Cincinnati, OH

High School Diploma

West Clermont High School

Certificates

Honors

Skills

| | | | |
|----------------------|-----------|-----------------------|-----------|
| Team Leadership | ● ● ● ● ● | Sound Decision Making | ● ● ● ● ● |
| Teamwork and Loyalty | ● ● ● ● ● | Personnel Mentoring | ● ● ● ● ● |

MAX Full-Stack Java Bootcamp

Successfully completed an intensive 423-hour Full Stack Software Developer course taught by instruction team with 30+ years combined professional development experience.

- Capstone project | Independently developed complete, Angular SPA application that connects with both C# .Net Core RESTful web service backend with SQL Server database using Entity Framework Core along with a Java web service written using Spring Framework connected to MySQL database. Application is Purchase Request System (PRS) simulating an application allowing users to requisition supplies from variety of vendors, subject to manager approval. Students individually write every line of code in the controllers for C# and Java services and also for the single SPA Angular 12 application.

Full Time Regular Clerk

United States Postal Service

- Provided customer service at retail counter; interfaced with customers to satisfactorily resolve issues
- Responsible for weekly supply database update
- Knowledge and understanding of POS software, responsible for all monies received

Postal Service Employee

- Complied with all US Postal regulations
- Answered questions regarding mail regulations, procedures, postage rates, and post office boxes
- Fulfilled package processing to ensure mailed according to customer specifications
- Sorted incoming and outgoing mail to ensure timely delivery

Digital Media Sales Rep

LocalVox

- Effectively used CRM software to identify and track client communication, nurture relationships
- Consulted with existing and prospective clients to assess need; resolve barriers and specific issues
- Qualified prospective customers with strategic questions and conversation; successfully closed deals

Account Executive

Total Quality Logistics

- Met and exceeded daily lead generation as defined by management
- Communicated constantly with sales team and customers to build and maintain ongoing relationships
- Managed daily shipment activities; resolved issues to ensure on time pickup and delivery
- Interfaced with sales team to provide, negotiate competitive pricing and rates
- Responsible to input, update, and manage shipment information in proprietary system
- Collaborated with support team to guarantee each shipment was serviced properly
- Assisted with billing and accounting responsibilities as needed
- Prospected new customers by making cold calls; quickly established, nurtured relationships with leads and customers
- Effectively conducted rate negotiation with customers and carriers to achieve optimum outcome for both

PROFESSIONAL DEVELOPMENT

MAX Full-Stack Bootcamp Graduate

Bachelor in Organizational Leadership- University of Cincinnati

Associate in Business Administration- University of Cincinnati

COMMUNITY INVOLVEMENT

Weekly Volunteer- Crossroads Church