

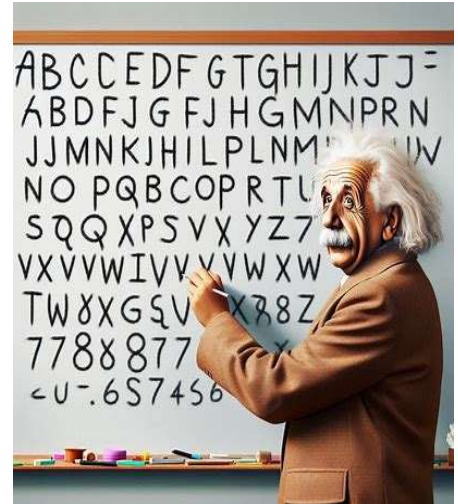
**Van Meter & Associates, Inc.**  
**Reverse Performance Evaluations Concept**  
**Live Online Training (S2H System Class)**  
**12noon-3:00pm August 15, 2024 EST**

**Why You Should Attend:** If you believe that the time and costs associated with fixing problems caused by mis-performance and non-performance are the pain-points in your agency this course is designed for you and your agency.

This course takes a different approach. It emphasizes all performance (whether good or poor) are objectively measured outcomes of employees' conduct and behavior. While a reasonable amount of time and cost is invested in the production of performance, that simplest and most practical way to control that cost starts with a system that provides objective measures of:

- 1. Performance,**
- 2. Misperformance,**
- 3. Non-performance costs**

In addition to knowing more about objective performance measures, measurements, and outcomes you will receive model forms and a policy for implementing this system in your agency.



**D. J. Van Meter Ph.D. / Associate** D.J. Van Meter Ph.D. is the principal of Van Meter & Associates, Inc. (VMA) and has spent the last 45 years in law enforcement, 15 years as a sworn officer. He has a Ph.D. in Training and Organizational Development from The Ohio State University, Columbus, Ohio and also holds a master's degree in Labor and Human Resource Management. He works with counsel as an expert witness, reviews discipline and termination cases and develops customized policy and procedures manuals for all public safety organizations nationwide. He is the author of the book, *Evaluating Dysfunctional Police Performance: A Z-based Approach* published by Charles Thomas Publishing. Dr. Van Meter is qualified in state/federal courts as an expert in law enforcement training, use-of-force, and management and operational policies

**Regular Tuition: \$165 first registrant/\$150 each additional (PO's Vouchers, postmarked on or after August 9, 2024)**  
**Prepaid Tuition: \$150 first registrant/ \$135 each additional (All CC payments and checks postmarked by August 8, 2024)**  
**P.O.'s, Vouchers, Claims, DOJ accepted but does not guarantee tuition rate**

Email: [vanmeterassociates@att.net](mailto:vanmeterassociates@att.net) Register Online: [www.vmanet.com](http://www.vmanet.com) Call: 800-331-8025

Contact Name \_\_\_\_\_ Dept \_\_\_\_\_

Mailing Address \_\_\_\_\_ City \_\_\_\_\_ State \_\_\_\_\_ Zip \_\_\_\_\_

Phone \_\_\_\_\_ Fax \_\_\_\_\_ Email: \_\_\_\_\_

PO# \_\_\_\_\_ CC# \_\_\_\_\_ Exp date \_\_\_\_\_

1. Name/title \_\_\_\_\_ 2. Name/title \_\_\_\_\_

3. Name/title \_\_\_\_\_ 4. Name/title \_\_\_\_\_

**Van Meter & Associates, Inc. (www.vmanet.com)**  
 Training and Organizational Development for Public Safety Forces  
 The "How to" company from Coast-to-Coast since 1982  
 P.O. Box 21313, Columbus, Ohio 43221  
 800.331.8025 FAX 614.451.8905  
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