

## **Pre-Employment Strategy- From Pretest to Successive Hurdles**

*This course will dissect the pre-employment polygraph process, offering tips on improving the pre-test interview, transitioning between test types, and detailing a successive hurdle strategy that is attractive to the end user.*



**Dan Caputo**

**Dan Caputo** serves as the **Polygraph Supervisor for the Arizona Department of Public Safety** and is the owner of **Northland Investigations, LLC**. As a private polygraph examiner, Dan has conducted and supervised thousands of examinations for a diverse range of clients, including law enforcement agencies, probation departments, treatment programs, and private attorneys.

Dan brings extensive expertise in **sex addiction, Post-Conviction Sex Offender Testing (PCSOT), pre-employment screening, and criminal investigations**. He has shared his knowledge widely, teaching advanced polygraph techniques to Certified Sex Addiction Therapists (CSATs), treatment professionals, law enforcement personnel, and probation officers.

Dan earned his **polygraph accreditation** from the **Arizona School of Polygraph Science** in 2007 under the instruction of **Tom Ezel**. Prior to his work in polygraph, he served as a **law enforcement officer** with the **Arizona Game and Fish Department**, completing his training at the **Arizona Law Enforcement Academy (ALEA)** in Phoenix. He also has vast experience conducting **private investigations** in both civil and criminal matters.

Dan holds a **Bachelor of Science degree in Biology** from **Northern Arizona University**. He has served as both **President** and **Vice President** of the **Arizona Polygraph Association** and currently serves on the **Board of Directors** for both the **Arizona Polygraph Association** and the **Arizona Elk Society**.