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MEMORANDUM

TO: P. Marzocca Police Chief
FROM: I. Takashige, Police Lieutenant 
SUBJECT: Know Your Talents (KYT) Sole Source Justification
DATE: September 3, 2025

APPROVED
9.3.25 

The Know Your Talents program is a highly effective communication training and development platform, with a proven track record. The KYT program utilizes the PDP ProScan and TeamScan assessment tools to identify motivation and engagement styles and will enable the El Mirage Police Department to increase retention through effective recruitment, as well as improve morale within the agency by fostering greater communication between employees and supervisors.

KYT holds exclusive rights to the PDP ProScan and TeamScan tools in Arizona, as well as the associated training and support materials, which are integral to the deliverables of the requested services. These materials are proprietary to KYT and cannot be sourced from another vendor. The combination of these tools with KYT's unique expertise in interpreting the results and integrating them into tailored leadership development and organizational strategies makes KYT the only viable provider for this engagement.