Q#	1. LOK (F/H)	2. LOD (1-5)	3. Psychometric Flaws					4. Job Content Flaws				5. Other		6.	7.	8.
			Stem Focus	Cues	T/F	Cred. Dist.	Partial	Job-Link	Minutia	#/ units	Back-ward	Q= K/A	SRO Only	B/M/N	U/E/S	Explanation
1	H	3													S	
2	H	3													S	
3	H	2													S	
4	F	2													S	Rather than ask number, ask purpose of number? -ok
5	H	2													E	Are all recirc loops in service?
6	H	3													S	
7	H	2		X											U	Stem points to plant control. What is ABN30 def? give condition to interpret instead. Or just remove third bullet. - fixed
8	H	2													S	

Instructions

[Refer to Section D of ES-401 and Appendix B for additional information regarding each of the following concepts.]

1. Enter the level of knowledge (LOK) of each question as either (F)undamental or (H)igher cognitive level.
2. Enter the level of difficulty (LOD) of each question using a 1 – 5 (easy – difficult) rating scale (questions in the 2 – 4 range are acceptable).
3. Check the appropriate box if a psychometric flaw is identified:
   - The stem lacks sufficient focus to elicit the correct answer (e.g., unclear intent, more information is needed, or too much needless information).
   - The stem or distractors contain cues (i.e., clues, specific determiners, phrasing, length, etc).
   - The answer choices are a collection of unrelated true/false statements.
   - The distractors are not credible; single implausible distractors should be repaired, more than one is unacceptable.
   - One or more distractors is (are) partially correct (e.g., if the applicant can make unstated assumptions that are not contradicted by stem).
4. Check the appropriate box if a job content error is identified:
   - The question is not linked to the job requirements (i.e., the question has a valid K/A but, as written, is not operational in content).
   - The question requires the recall of knowledge that is too specific for the closed reference test mode (i.e., it is not required to be known from memory).
   - The question contains data with an unrealistic level of accuracy or inconsistent units (e.g., panel meter in percent with question in gallons).
   - The question requires reverse logic or application compared to the job requirements.
5. Check questions that are sampled for conformance with the approved K/A and those that are *designated SRO-only* (K/A and license level mismatches are unacceptable).
6. Enter question source: (B)ank, (M)odified, or (N)ew. Check that (M)odified questions meet criteria of ES-401 Section D.2.f.
7. Based on the reviewer's judgment, is the question as written (U)nsatisfactory (requiring repair or replacement), in need of (E)ditorial enhancement, or (S)atisfactory?
8. At a minimum, explain any "U" ratings (e.g., how the Appendix B psychometric attributes are not being met).

Q#	1. LOK (F/H)	2. LOD (1-5)	3. Psychometric Flaws					4. Job Content Flaws				5. Other		6.	7.	8.
			Stem Focus	Cues	T/F	Cred. Dist.	Partial	Job-Link	Minutia	#/ units	Back-ward	Q= K/A	SRO Only	B/M/N	U/E/S	Explanation
9	H	4													S	
10	F	2				x									E	Distractor reasons seem forced – plastic strain on clad? - OK
11	H	3													E	Make distractor actions proactive - fixed
12	H	2													S	
13	H	3													S	
14	H	2				x									E	"A" not plausible – fixed.
15	F	2													S	
16	H	3													S	

Instructions

[Refer to Section D of ES-401 and Appendix B for additional information regarding each of the following concepts.]

4. Enter the level of knowledge (LOK) of each question as either (F)undamental or (H)igher cognitive level.
5. Enter the level of difficulty (LOD) of each question using a 1 – 5 (easy – difficult) rating scale (questions in the 2 – 4 range are acceptable).
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Q#	1. LOK (F/H)	2. LOD (1-5)	3. Psychometric Flaws					4. Job Content Flaws				5. Other		6.	7.	8.
			Stem Focus	Cues	T/F	Cred. Dist.	Partial	Job-Link	Minutia	#/ units	Back-ward	Q= K/A	SRO Only	B/M/N	U/E/S	Explanation
17	H	2		x											U	Stem – don't say "position unknown", say no ind on rod b- sdm assume most reactive & non-ind rod full out c- sdm assume most react full out, non-ind at last known position d- 6 vo rods, no need to finagle that no. - fixed
18	H	2													S	
19	F	2													S	
20	H	3													S	
21	H	3													S	
22	F	2													S	
23	F	2													S	
24	H	3													S	
25	F	1										x			U	k/a mm. k/a wants limit, you give limit.. Ask limit and who authorizes.

Instructions

Q#	1. LOK (F/H)	2. LOD (1-5)	3. Psychometric Flaws					4. Job Content Flaws				5. Other		6.	7.	8.
			Stem Focus	Cues	T/F	Cred. Dist.	Partial	Job-Link	Minutia	#/ units	Back-ward	Q= K/A	SRO Only	B/M/N	U/E/S	Explanation
1	H	3													S	
2	H	2													S	
3	F	2													S	
4	H	2													S	
5	H	3													S	
6	H	2													S	
7	F	3													S	
8	H	3													E	Clarify steady state, not transient - fixed

Instructions

[Refer to Section D of ES-401 and Appendix B for additional information regarding each of the following concepts.]

7. Enter the level of knowledge (LOK) of each question as either (F)undamental or (H)igher cognitive level.
8. Enter the level of difficulty (LOD) of each question using a 1 – 5 (easy – difficult) rating scale (questions in the 2 – 4 range are acceptable).
9. Check the appropriate box if a psychometric flaw is identified:
   - The stem lacks sufficient focus to elicit the correct answer (e.g., unclear intent, more information is needed, or too much needless information).
   - The stem or distractors contain cues (i.e., clues, specific determiners, phrasing, length, etc).
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Q#	1. LOK (F/H)	2. LOD (1-5)	3. Psychometric Flaws					4. Job Content Flaws				5. Other		6.	7.	8.
			Stem Focus	Cues	T/F	Cred. Dist.	Partial	Job-Link	Minutia	#/ units	Back-ward	Q= K/A	SRO Only	B/M/N	U/E/S	Explanation
9	H	3													S	
10	H	3													S	
11	F	3													S	
12	F	2													E	Yes/no – can IC be locally init? Sources?
13	F	2										X			U	Ask disch rate or avail time to carry loads - replaced
14	H	3													S	
15	H	2													S	
16	H	3													S	

Instructions

[Refer to Section D of ES-401 and Appendix B for additional information regarding each of the following concepts.]

10. Enter the level of knowledge (LOK) of each question as either (F)undamental or (H)igher cognitive level.
11. Enter the level of difficulty (LOD) of each question using a 1 – 5 (easy – difficult) rating scale (questions in the 2 – 4 range are acceptable).
12. Check the appropriate box if a psychometric flaw is identified:
    - The stem lacks sufficient focus to elicit the correct answer (e.g., unclear intent, more information is needed, or too much needless information).
    - The stem or distractors contain cues (i.e., clues, specific determiners, phrasing, length, etc).
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Q#	1. LOK (F/H)	2. LOD (1-5)	3. Psychometric Flaws					4. Job Content Flaws				5. Other		6.	7.	8.
			Stem Focus	Cues	T/F	Cred. Dist.	Partial	Job-Link	Minutia	#/ units	Back-ward	Q= K/A	SRO Only	B/M/N	U/E/S	Explanation
17	H	2													S	
18	H	2													S	
19	H	3													S	
20	H	3		X											S	C is also correct ? no – proc def requires pos rate - OK
21	F	2													S	
22	F	2													S	
23	F	1													U	Non discriminatory - replaced
24	F	3													S	

Instructions

[Refer to Section D of ES-401 and Appendix B for additional information regarding each of the following concepts.]

13. Enter the level of knowledge (LOK) of each question as either (F)undamental or (H)igher cognitive level.
14. Enter the level of difficulty (LOD) of each question using a 1 – 5 (easy – difficult) rating scale (questions in the 2 – 4 range are acceptable).
15. Check the appropriate box if a psychometric flaw is identified:
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    - The question is not linked to the job requirements (i.e., the question has a valid K/A but, as written, is not operational in content).
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6. Enter question source: (B)ank, (M)odified, or (N)ew. Check that (M)odified questions meet criteria of ES-401 Section D.2.f.
7. Based on the reviewer's judgment, is the question as written (U)nsatisfactory (requiring repair or replacement), in need of (E)ditorial enhancement, or (S)atisfactory?
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Q#	1. LOK (F/H)	2. LOD (1-5)	3. Psychometric Flaws					4. Job Content Flaws				5. Other		6.	7.	8.
			Stem Focus	Cues	T/F	Cred. Dist.	Partial	Job-Link	Minutia	#/ units	Back-ward	Q= K/A	SRO Only	B/M/N	U/E/S	Explanation
25	F	2													S	Verify C not correct - OK
26	F	3													S	
27	F	3													S	
28	F	3													S	
29	H	3													S	
30	H	2													S	
31	H	3													S	
32	F	2													S	

Instructions

[Refer to Section D of ES-401 and Appendix B for additional information regarding each of the following concepts.]

16. Enter the level of knowledge (LOK) of each question as either (F)undamental or (H)igher cognitive level.

17. Enter the level of difficulty (LOD) of each question using a 1 – 5 (easy – difficult) rating scale (questions in the 2 – 4 range are acceptable).

18. Check the appropriate box if a psychometric flaw is identified:
    - The stem lacks sufficient focus to elicit the correct answer (e.g., unclear intent, more information is needed, or too much needless information).
    - The stem or distractors contain cues (i.e., clues, specific determiners, phrasing, length, etc).
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4. Check the appropriate box if a job content error is identified:
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7. Based on the reviewer's judgment, is the question as written (U)nsatisfactory (requiring repair or replacement), in need of (E)ditorial enhancement, or (S)atisfactory?

8. At a minimum, explain any "U" ratings (e.g., how the Appendix B psychometric attributes are not being met).

Q#	1. LOK (F/H)	2. LOD (1-5)	3. Psychometric Flaws					4. Job Content Flaws				5. Other		6.	7.	8.
			Stem Focus	Cues	T/F	Cred. Dist.	Partial	Job-Link	Minutia	#/ units	Back-ward	Q= K/A	SRO Only	B/M/N	U/E/S	Explanation
33	H	2													S	
34	H	3													S	
35	F	2													S	
36	F	2													S	
37	H	3													S	
38	H	2													S	
39	H	2													S	
40	H	2													S	

Instructions

[Refer to Section D of ES-401 and Appendix B for additional information regarding each of the following concepts.]

19. Enter the level of knowledge (LOK) of each question as either (F)undamental or (H)igher cognitive level.

20. Enter the level of difficulty (LOD) of each question using a 1 – 5 (easy – difficult) rating scale (questions in the 2 – 4 range are acceptable).

21. Check the appropriate box if a psychometric flaw is identified:
    - The stem lacks sufficient focus to elicit the correct answer (e.g., unclear intent, more information is needed, or too much needless information).
    - The stem or distractors contain cues (i.e., clues, specific determiners, phrasing, length, etc).
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Q#	1. LOK (F/H)	2. LOD (1-5)	3. Psychometric Flaws					4. Job Content Flaws				5. Other		6.	7.	8.
			Stem Focus	Cues	T/F	Cred. Dist.	Partial	Job-Link	Minutia	#/ units	Back-ward	Q= K/A	SRO Only	B/M/N	U/E/S	Explanation
41	H	2													E	fix explanation, apparent 2 correct as is
42	F	2													S	
43	H	2													S	
44	H	2													S	
45	F	2													S	
46	F	2													S	
47	F	3													E	Ensure only one correct answer
48	H	2													E	Upgrade lod - fixed

Instructions

[Refer to Section D of ES-401 and Appendix B for additional information regarding each of the following concepts.]

22. Enter the level of knowledge (LOK) of each question as either (F)undamental or (H)igher cognitive level.

23. Enter the level of difficulty (LOD) of each question using a 1 – 5 (easy – difficult) rating scale (questions in the 2 – 4 range are acceptable).

24. Check the appropriate box if a psychometric flaw is identified:
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Q#	1. LOK (F/H)	2. LOD (1-5)	3. Psychometric Flaws					4. Job Content Flaws				5. Other		6.	7.	8.
			Stem Focus	Cues	T/F	Cred. Dist.	Partial	Job-Link	Minutia	#/ units	Back-ward	Q= K/A	SRO Only	B/M/N	U/E/S	Explanation
49	H	3													S	
50	H	2													S	
51	H	3													E	B implausible - fixed
52	H	2													S	
53	H	2													S	
54	F	2													S	
55	F	2													S	
56	F	2													S	

Instructions

[Refer to Section D of ES-401 and Appendix B for additional information regarding each of the following concepts.]

25. Enter the level of knowledge (LOK) of each question as either (F)undamental or (H)igher cognitive level.

26. Enter the level of difficulty (LOD) of each question using a 1 – 5 (easy – difficult) rating scale (questions in the 2 – 4 range are acceptable).

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Q#	1. LOK (F/H)	2. LOD (1-5)	3. Psychometric Flaws					4. Job Content Flaws				5. Other		6.	7.	8.
			Stem Focus	Cues	T/F	Cred. Dist.	Partial	Job-Link	Minutia	#/ units	Back-ward	Q= K/A	SRO Only	B/M/N	U/E/S	Explanation
57	H	2													S	
58	F	2													S	
59	H	2													S	
60	F	2													S	
61	F	3													S	
62	H	3													E	Need sgts in B & C -fixed
63	F	3													S	
64	H	3													S	

Instructions

[Refer to Section D of ES-401 and Appendix B for additional information regarding each of the following concepts.]

28. Enter the level of knowledge (LOK) of each question as either (F)undamental or (H)igher cognitive level.

29. Enter the level of difficulty (LOD) of each question using a 1 – 5 (easy – difficult) rating scale (questions in the 2 – 4 range are acceptable).

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5. Check questions that are sampled for conformance with the approved K/A and those that are *designated SRO-only* (K/A and license level mismatches are unacceptable).

6. Enter question source: (B)ank, (M)odified, or (N)ew. Check that (M)odified questions meet criteria of ES-401 Section D.2.f.

7. Based on the reviewer's judgment, is the question as written (U)nsatisfactory (requiring repair or replacement), in need of (E)ditorial enhancement, or (S)atisfactory?

8. At a minimum, explain any "U" ratings (e.g., how the Appendix B psychometric attributes are not being met).

Q#	1. LOK (F/H)	2. LOD (1-5)	3. Psychometric Flaws					4. Job Content Flaws				5. Other		6.	7.	8.
			Stem Focus	Cues	T/F	Cred. Dist.	Partial	Job-Link	Minutia	#/ units	Back-ward	Q= K/A	SRO Only	B/M/N	U/E/S	Explanation
65	H	3													S	
66	F	2													S	
67	F	2													S	
68	F	2													S	
69	H	3													S	
70	H	2													S	
71	H	3													S	
72	H	3													S	

Instructions

[Refer to Section D of ES-401 and Appendix B for additional information regarding each of the following concepts.]

31. Enter the level of knowledge (LOK) of each question as either (F)undamental or (H)igher cognitive level.

32. Enter the level of difficulty (LOD) of each question using a 1 – 5 (easy – difficult) rating scale (questions in the 2 – 4 range are acceptable).

33. Check the appropriate box if a psychometric flaw is identified:

- The stem lacks sufficient focus to elicit the correct answer (e.g., unclear intent, more information is needed, or too much needless information).
- The stem or distractors contain cues (i.e., clues, specific determiners, phrasing, length, etc).
- The answer choices are a collection of unrelated true/false statements.
- The distractors are not credible; single implausible distractors should be repaired, more than one is unacceptable.
- One or more distractors is (are) partially correct (e.g., if the applicant can make unstated assumptions that are not contradicted by stem).

4. Check the appropriate box if a job content error is identified:

- The question is not linked to the job requirements (i.e., the question has a valid K/A but, as written, is not operational in content).
- The question requires the recall of knowledge that is too specific for the closed reference test mode (i.e., it is not required to be known from memory).
- The question contains data with an unrealistic level of accuracy or inconsistent units (e.g., panel meter in percent with question in gallons).
- The question requires reverse logic or application compared to the job requirements.

5. Check questions that are sampled for conformance with the approved K/A and those that are *designated SRO-only* (K/A and license level mismatches are unacceptable).

6. Enter question source: (B)ank, (M)odified, or (N)ew. Check that (M)odified questions meet criteria of ES-401 Section D.2.f.

7. Based on the reviewer's judgment, is the question as written (U)nsatisfactory (requiring repair or replacement), in need of (E)ditorial enhancement, or (S)atisfactory?

8. At a minimum, explain any "U" ratings (e.g., how the Appendix B psychometric attributes are not being met).

Q#	1. LOK (F/H)	2. LOD (1-5)	3. Psychometric Flaws					4. Job Content Flaws				5. Other		6.	7.	8.
			Stem Focus	Cues	T/F	Cred. Dist.	Partial	Job-Link	Minutia	#/ units	Back-ward	Q= K/A	SRO Only	B/M/N	U/E/S	Explanation
73	F	2													S	
74	F	2													S	
75	H	2													S	

Instructions

[Refer to Section D of ES-401 and Appendix B for additional information regarding each of the following concepts.]

34. Enter the level of knowledge (LOK) of each question as either (F)undamental or (H)igher cognitive level.

35. Enter the level of difficulty (LOD) of each question using a 1 – 5 (easy – difficult) rating scale (questions in the 2 – 4 range are acceptable).

36. Check the appropriate box if a psychometric flaw is identified:
- The stem lacks sufficient focus to elicit the correct answer (e.g., unclear intent, more information is needed, or too much needless information).
- The stem or distractors contain cues (i.e., clues, specific determiners, phrasing, length, etc).
- The answer choices are a collection of unrelated true/false statements.
- The distractors are not credible; single implausible distractors should be repaired, more than one is unacceptable.
- One or more distractors is (are) partially correct (e.g., if the applicant can make unstated assumptions that are not contradicted by stem).

4. Check the appropriate box if a job content error is identified:
- The question is not linked to the job requirements (i.e., the question has a valid K/A but, as written, is not operational in content).
- The question requires the recall of knowledge that is too specific for the closed reference test mode (i.e., it is not required to be known from memory).
- The question contains data with an unrealistic level of accuracy or inconsistent units (e.g., panel meter in percent with question in gallons).
- The question requires reverse logic or application compared to the job requirements.

5. Check questions that are sampled for conformance with the approved K/A and those that are *designated SRO-only* (K/A and license level mismatches are unacceptable).

6. Enter question source: (B)ank, (M)odified, or (N)ew. Check that (M)odified questions meet criteria of ES-401 Section D.2.f.

7. Based on the reviewer's judgment, is the question as written (U)nsatisfactory (requiring repair or replacement), in need of (E)ditorial enhancement, or (S)atisfactory?

8. At a minimum, explain any "U" ratings (e.g., how the Appendix B psychometric attributes are not being met).