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OUR FILE NUMBER

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Mr. David McNicholas  
PDP, Inc.  
19800 MacArthur Boulevard  
Suite 1450  
Irvine, California 92715

Dear David:

As you know, I am a lawyer specializing in labor and employment law. I have represented and assisted many Fortune 500 corporations. Over the years, I have assisted clients in all aspects of labor and employment law, including recruiting and hiring practices. You may recall from our previous conversations the many legal issues associated with psychological testing as a pre-employment measure. I am very impressed to see that the PDP has addressed the legal concerns associated with such testing.

I would like to compliment and commend PDP for its diligence in designing a psychological survey with legal integrity. Specifically, I was pleased to learn that (1) the PDP is thoroughly and accurately validated based on research and a current norming population of 3 million people; (2) the PDP has successfully reinforced the already solid validation study through its Monograph No. 9 research and documentation; and (3) the PDP is compliant with state and federal discrimination laws as supported by PDP's "Disparate Impact Study." I also was very impressed with PDP's extensive and ongoing validation and research practices to maintain such a high degree of continued accuracy and quality.

As an aside David, I also applaud the PDP for its focus on employees' strengths and unique attributes. The PDP system fosters a much healthier and positive corporate environment and assists employers in seeing the strengths of their applicants and employees -- as opposed to their perceived weaknesses.

Keep up the good work!

Sincerely,



Michael J. Procopio, Esq.