

LAW OFFICE OF ANDREW L. JONES, P.C.

A PROFESSIONAL CORPORATION

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August 1, 2001

MindData Systems, Ltd.
7475 Skillman Street
c-building-102
Dallas, Texas 75231

Re: MindData Attitude Index

In the opinion of this law firm, the MindData Attitude Index complies with Title VII of the Civil Rights Act of 1964, the Civil Rights Act of 1991, the Americans with Disabilities Act, the Age Discrimination in Employment Act, and *Griggs v. Duke Power Co.*, in which the United States Supreme Court upheld employers' right to use testing in the hiring process.

The MindData Attitude Index measures a participant's behavioral traits to ensure a good fit between employer and employee, without inquiring about race, sex, age, national origin, religion, disability, or matters of privacy.

No litigation has challenged the use of the MindData Attitude Index in any jurisdiction to date. The MindData Attitude Index, when used as MindData Systems, Ltd. intended, complies with current EEO law.

Very truly yours,

A handwritten signature in black ink, appearing to read 'Andrew L. Jones', with a long horizontal flourish extending to the right.

Andrew L. Jones