

500 Place
501 Indiana Avenue
Suite 200
Indianapolis, Indiana 46202-3199

LEWIS & WAGNER

ATTORNEYS AT LAW

Telephone
(317) 237-0500

September 3, 1999

Facsimile
(317) 630-2790

Robert F. Wagner
David Konnersman
Thomas C. Hays
John C. Trimble
R. Robert Stommel
Kenneth P. Reese
Sharon F. Murphy
Theodore L. Nicholas
Susan E. Mehringer
Tammy J. Meyer
Daun A. Weliever
Richard K. Shultz
Mark E. Walker
Dina M. Cox
Lisa M. Dillman
Anthony M. Eleftheri
Kyle A. Lansberry
Christie A. Seifert

HIRE SUCCESS
11715 Fox Road, #400-227
Indianapolis, Indiana 46236

**RE: Hire Success Employment Testing System
Personality Profile**

Our law firm was retained by Hire Success, a division of Decision Support Technology, to review its Hire Success personality test and render an opinion as to its compliance with current law. Despite some challenges to the application of pre-employment tests, the Supreme Court has upheld the employer's right to use employment testing in the hiring process.

After an extensive review of the Hire Success Personality Profile, as well as the software on which it is administered, we are of the opinion that the Hire Success system is in compliance with current EEO laws including Title VII of the Civil Rights Act of 1964 and the Civil Rights Act of 1991, the Americans with Disabilities Act ("ADA"), the Age Discrimination Employment Act ("ADEA"), 42 U.S.C. §1983, and 42 U.S.C. §2000e. These laws have each been enacted to ensure that potential applicants are not discriminated against in the hiring process. The Hire Success Personality Profile is designed to assess business related personality traits of potential employees. The test does not require an applicant to reveal information about his or her race, sex and/or age. These factors are not taken into consideration when determining personality or trait information, rather the personality assessment of the potential employee is based solely on the applicant's own response to the adjectives on the test.

Edward D. Lewis
1922 - 1996

Judith T. Kirtland
1947 - 1990

Of Counsel:
Felson Bowman
Thomas P. Weliever

In our opinion, the Hire Success Personality Profile is fully compliant with the above-referenced laws including State and Federal regulations and statutes. There is no litigation pending or adjudication challenging the use of the Hire Success Personality Profile in any jurisdiction to date. The test, if used according to its design, has no adverse impact against classes that are protected by Equal Employment Opportunity laws and/or regulations. In conclusion, it is the opinion

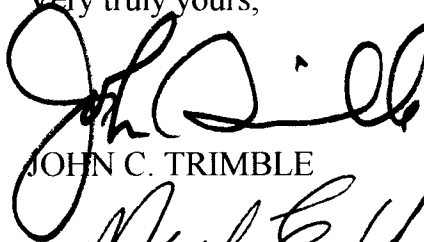
Felson Bowman
P.O. Box 47068
Indianapolis, IN 46247
(317) 788-0084

September 3, 1999

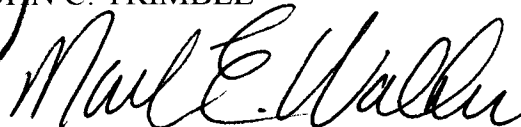
Page 2

of the undersigned counsel that the Hire Success Personality Profile, when used within and according to the system's intended use, can be used with confidence in conformity with EEO laws currently in effect within the United States.

Very truly yours,



JOHN C. TRIMBLE



MARK E. WALKER

MEW/kgf