

SchachterLaw, PC

David N. Schachter, Attorney at Law
SchachterLaw, PC
430 South Newport Way
Denver, CO, 80224

dschachter3@gmail.com

303.517.0737

June 11, 2020

Mr. Brent W. Hubby, CEO & President
PDP Global, Inc.
13701 Struthers Road
Suite 215
Colorado Springs, CO 80921

Via email: brent.hubby@pdpglobal.com

RE: PDP COMPLIANCE WITH ANTI-DISCRIMINATION LAWS

Dear Brent,

This is to follow up on our recent discussions concerning your desire to reconfirm PDP's compliance with Federal and State anti-discrimination and anti-bias laws and guidelines, in light of the recent civil unrest regarding race relations. I applaud your recognizing the importance of this issue and I am happy to give you my observations and assessments of PDP, Inc. dba PDP Global and its SaaS products. As someone who has represented PDP, and who has known your family and your late, great father, Bruce M. Hubby, for over two decades, I consider myself pretty qualified to comment on this both from a legal and a personal standpoint.

It goes without saying that, from my personal knowledge alone, I consider PDP to be one of the most ethical operations I have ever worked for, both in terms of its internal practices and, equally important, to ensuring that PDP's suite of behavioral assessment tools are devoid of any hidden, unintentional or unidentified biases or predispositions based on race, gender, ethnic background or other protected classes of individuals. I was also very pleased to learn in our recent discussions of additional evidence that thoroughly supports and confirms this on a wide variety of objective criteria.

PDP's studies and documentation on which the SaaS suite of products is based are regularly subject to ongoing validation and research to maintain high levels of accuracy, quality and nonbiased approaches. More specifically, PDP was found fully compliant in the Disparate Impact Study submitted by independent researchers at the University of Colorado.

The Research and Psychometric Assessment Study publication that you shared further confirms that, through continued and diligent ongoing research and quality assessment, the ProScan methodology has been consistently regarded as a leader in the field of behavioral trait assessment.

Brent W. Hubby
June 11, 2020

Finally, I learned that some time ago PDP's Vice President of Research and Development met extensively with the Head Psychometrician at EEOC, and received significant verbal praise for having a certification process in place that educates users on how to administer, interpret and apply behavioral assessment results. I understand that PDP continues the requirement of certification and has added additional levels of certification, again all with the view towards remaining in compliance.

As the company's counsel, based on all of the above, I am very comfortable advising you, and any affiliates requiring such, that PDP, both in terms of internal practices and the contents of its suite of SaaS products, is fully compliant with, and in fact exceeds, Federal and state requirements and regulations regarding nondiscriminatory and nonbiased applications. I am happy to discuss this further or answer any specific questions should you desire.

Sincerely,

A handwritten signature in blue ink that reads "David N. Schachter". The signature is written in a cursive style with a large, circular initial "D".

David N. Schachter