

*Bowditch  
& Dewey*  
ATTORNEYS

Direct telephone (508)926-3400  
Direct facsimile (508)798-3537  
[mangelini@bowditch.com](mailto:mangelini@bowditch.com)

April 19, 2005

Mr. David Kurlan  
President  
Objective Management Group, Inc.  
114 Turnpike Street, Suite 102  
Westborough, MA 01581

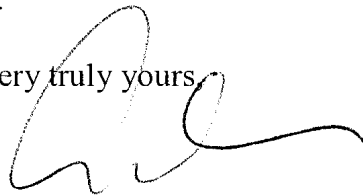
**RE: Test Compliance**

Dear David:

This confirms that Objective Management Group ("OMG") has asked Bowditch & Dewey to review three of its tests and compliance of those tests with current law.

The tests which we have reviewed in this regard are the Sales Candidate Screen ("Express Screen"), Salesperson Self-Assessment ("Sales Assessment"), and Sales Manager Self-Assessment ("Sales Manager Assessment"). We have particularly reviewed each of these tests in connection with non-discrimination provisions of federal and state laws and have concluded that the content of each of these tests is compliant with federal and state statutes and regulations. Each test, if used according to the design which has been explained to us, will have no adverse, unlawful impact against protected classes and, accordingly, each of the tests, when used as intended, is in conformity with the law.

Very truly yours,



Michael P. Angelini

MPA:lmt:sim