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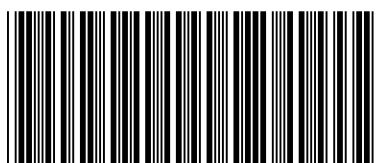
CERTIFICATE OF INCORPORATION OF A PRIVATE LIMITED COMPANY

Company No. 4665436

The Registrar of Companies for England and Wales hereby certifies that
CEDAR RECRUITMENT LIMITED

is this day incorporated under the Companies Act 1985 as a private
company and that the company is limited.

Given at Companies House, Cardiff, the 13th February 2003



N04665436B



THE OFFICIAL SEAL OF THE
REGISTRAR OF COMPANIES



Companies House

— for the record —

The above information was communicated in non-legible form and authenticated by the
Registrar of Companies under section 710A of the Companies Act 1985