DOC ID ----> 200031901136

DATE:	DOCUMENT ID	DESCRIPTION	FILING	EXPED	PENALTY	CERT	COPY
11/14/2000	200031901136	AMEND/ARTICLES-ORGANIZATION/DOM. LLC (LAM)	10.00	10.00	.00	.00	.00

Receipt

This is not a bill. Please do not remit payment.

BLAUGRUND, HERBERT & MARTIN INCORPORATED
CINDY CANNIZZO
5455 RINGS RD., SUITE 500
DUBLIN, OH 43017

STATE OF OHIO

Ohio Secretary of State, J. Kenneth Blackwell

1130306

It is hereby certified that the Secretary of State of Ohio has custody of the business records for

LEADERSTAT, LTD.

and, that said business records show the filing and recording of:

Document(s)	Document No(s):
AMEND/ARTICLES-ORGANIZATION/DOM. LLC	**200031901136**

United States of America
State of Ohio
Office of the Secretary of State

Witness my hand and the seal of the Secretary of State at Columbus, Ohio this 9th day of November, A.D. 2000.

J. Kenneth Blackwell

Ohio Secretary of State

DOC ID ----> 200031901136

Prescribed by **J. Kenneth Blackwell**

RECEIVED
SECRETARY OF STATE

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Central Ohio: (614)-466-3910 Toll Free: 1-877-SOS-FILE (1-877-[illegible])

CERTIFICATE OF AMENDMENT TO ARTICLES OF ORGANIZATION OF A LIMITED LIABILITY COMPANY

The undersigned, being a member, manager or authorized representative of INTERIM MANAGEMENT SERVICES, LTD.
(name of limited liability company)

1130306 (Registration Number), an Ohio limited liability company, organized on January 27, 2000 (date), does hereby certify that the undersigned is duly authorized to execute this certificate, and hereby certifies that the Articles of Organization of the above named limited liability company have been amended as follows:

AMENDMENT

Article(s) FIRST and SECOND is/are hereby amended as follows:

FIRST: The name of said limited liability company shall be LeaderStat, Ltd.

SECOND: This limited liability company shall exist in perpetuity except as otherwise set forth in the company's Operating Agreement.

(if insufficient space for amendment, please attach a separate sheet)

IN WITNESS WHEREOF, the undersigned has executed this certificate on Nov 6, 2000 (date)

Eleanor Alvarez, Trustee, or her successors in trust, under the Eleanor Alvarez Living Trust, dated October 2, 1997, and any amendments thereto.

[Ohio Revised Code Section 1705.08(C)(1)]

Interim Management Services, LTD.
(name of limited liability company)

By: [signature]
Its: Duly Authorized Member, Manager or Representative
Eleanor Alvarez, Trustee