

FILE COPY



CERTIFICATE OF INCORPORATION
ON RE-REGISTRATION OF A PUBLIC COMPANY
AS A PRIVATE COMPANY

Company No. 403968

The Registrar of Companies for England and Wales hereby certifies that

CONCENTRIC LIMITED

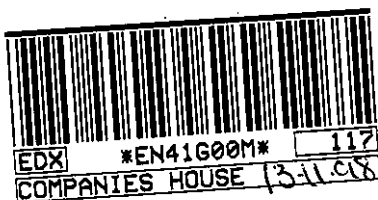
formerly registered as a public company has this day been re-registered under the Companies Act 1985 as a private company, and that the company is limited.

Given at Birmingham, the 13th November 1998

H. Gums

H. Gums.

For The Registrar Of Companies



C O M P A N I E S H O U S E