

FILE COPY



**CERTIFICATE OF INCORPORATION
ON CHANGE OF NAME**

Company No. 2703539

The Registrar of Companies for England and Wales hereby certifies that
REDFERN CONSULTANCY LIMITED

having by special resolution changed its name, is now incorporated
under the name of
HAYS REDFERN LIMITED

Given at Companies House, Cardiff, the 5th January 2000



C027035394



THE OFFICIAL SEAL OF THE
REGISTRAR OF COMPANIES



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

HC006B

316
Company No.: 2703539

The Companies Act 1985, Section 28

Company Limited by Shares

Special Resolution

of Redfern Consultancy Limited

Passed the 14 day of December 1999

At the EXTRAORDINARY GENERAL MEETING of the above-named Company duly convened and held on 14 December 1999 the following Resolution was duly passed as a SPECIAL RESOLUTION:-

SPECIAL RESOLUTION

That the name of the Company be changed to Hays Redfern Limited with effect from 14 December 1999

Certified a true and complete copy

[Signature]

SECRETARY

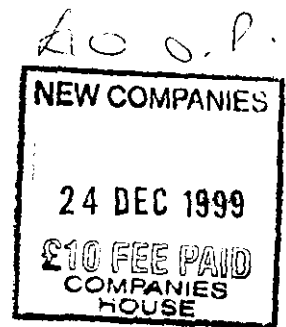


Figure 1 is a line graph showing the percentage of total catch versus the percentage of total effort for various fish species. The x-axis is labeled 'Percentage of total effort' and ranges from 0 to 100. The y-axis is labeled 'Percentage of total catch' and ranges from 0 to 100. The legend includes: 1. Yellow perch, 2. Rock bass, 3. White perch, 4. Striped bass, 5. Atlantic croaker, 6. Atlantic silverside, 7. Atlantic menhaden, 8. Atlantic herring, 9. Atlantic bluefish, 10. Atlantic tomcod, 11. Atlantic sand lance, 12. Atlantic mummichog, 13. Atlantic alewife, 14. Atlantic bay anchovy, 15. Atlantic herring, 16. Atlantic menhaden, 17. Atlantic croaker, 18. Atlantic silverside, 19. Atlantic bluefish, 20. Atlantic tomcod, 21. Atlantic sand lance, 22. Atlantic mummichog, 23. Atlantic alewife, 24. Atlantic bay anchovy. The graph shows that for most species, the percentage of total catch is proportional to the percentage of total effort. However, for species 1 (Yellow perch), the percentage of total catch is significantly higher than the percentage of total effort, reaching nearly 100% catch for less than 10% effort. For species 2 (Rock bass), the percentage of total catch is also higher than the percentage of total effort, reaching about 80% catch for about 40% effort. For species 3 (White perch), the percentage of total catch is slightly higher than the percentage of total effort, reaching about 60% catch for about 60% effort. For species 4 (Striped bass), the percentage of total catch is slightly higher than the percentage of total effort, reaching about 40% catch for about 40% effort. For species 5 (Atlantic croaker), the percentage of total catch is slightly higher than the percentage of total effort, reaching about 30% catch for about 30% effort. For species 6 (Atlantic silverside), the percentage of total catch is slightly higher than the percentage of total effort, reaching about 20% catch for about 20% effort. For species 7 (Atlantic menhaden), the percentage of total catch is slightly higher than the percentage of total effort, reaching about 10% catch for about 10% effort. For species 8 (Atlantic herring), the percentage of total catch is slightly higher than the percentage of total effort, reaching about 5% catch for about 5% effort. For species 9 (Atlantic bluefish), the percentage of total catch is slightly higher than the percentage of total effort, reaching about 2% catch for about 2% effort. For species 10 (Atlantic tomcod), the percentage of total catch is slightly higher than the percentage of total effort, reaching about 1% catch for about 1% effort. For species 11 (Atlantic sand lance), the percentage of total catch is slightly higher than the percentage of total effort, reaching about 0.5% catch for about 0.5% effort. For species 12 (Atlantic mummichog), the percentage of total catch is slightly higher than the percentage of total effort, reaching about 0.2% catch for about 0.2% effort. For species 13 (Atlantic alewife), the percentage of total catch is slightly higher than the percentage of total effort, reaching about 0.1% catch for about 0.1% effort. For species 14 (Atlantic bay anchovy), the percentage of total catch is slightly higher than the percentage of total effort, reaching about 0.05% catch for about 0.05% effort. For species 15 (Atlantic herring), the percentage of total catch is slightly higher than the percentage of total effort, reaching about 0.02% catch for about 0.02% effort. For species 16 (Atlantic menhaden), the percentage of total catch is slightly higher than the percentage of total effort, reaching about 0.01% catch for about 0.01% effort. For species 17 (Atlantic croaker), the percentage of total catch is slightly higher than the percentage of total effort, reaching about 0.005% catch for about 0.005% effort. For species 18 (Atlantic silverside), the percentage of total catch is slightly higher than the percentage of total effort, reaching about 0.002% catch for about 0.002% effort. For species 19 (Atlantic bluefish), the percentage of total catch is slightly higher than the percentage of total effort, reaching about 0.001% catch for about 0.001% effort. For species 20 (Atlantic tomcod), the percentage of total catch is slightly higher than the percentage of total effort, reaching about 0.0005% catch for about 0.0005% effort. For species 21 (Atlantic sand lance), the percentage of total catch is slightly higher than the percentage of total effort, reaching about 0.0002% catch for about 0.0002% effort. For species 22 (Atlantic mummichog), the percentage of total catch is slightly higher than the percentage of total effort, reaching about 0.0001% catch for about 0.0001% effort. For species 23 (Atlantic alewife), the percentage of total catch is slightly higher than the percentage of total effort, reaching about 0.00005% catch for about 0.00005% effort. For species 24 (Atlantic bay anchovy), the percentage of total catch is slightly higher than the percentage of total effort, reaching about 0.00002% catch for about 0.00002% effort.