

PRESIDENT'S CERTIFICATE

I, MICHAEL GEORGE LATSKO, do hereby certify that:

FIRST, I am the President of CHARLOTTESVILLE SOCIETY OF HUMAN RESOURCE MANAGEMENT, INC. (hereinafter the "Corporation;") that the following are true and correct copies of resolutions duly adopted by the members of the Corporation at the regular meeting held December 11, 2012, and entered in the minute book of the Corporation; that the meeting was duly and regularly called and held in accordance with the bylaws of the Corporation; and that none of the following resolutions has been rescinded or modified:

RESOLUTIONS

RESOLVED that the following officers were duly nominated and elected:

- Michael G. Latsko, President
- John McQuilkin, Vice President/President-Elect
- Darah Coyte, Secretary
- Jennifer M. Oliver, Treasurer;

By affirmative vote of a plurality of votes cast by members entitled to vote.

SECOND: each member of the Corporation was furnished with notice of said meeting in compliance with the bylaws of the Corporation.

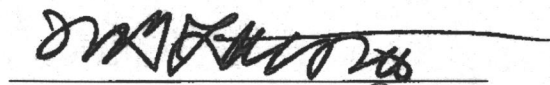
THIRD: Attached hereto as Exhibit A is a complete copy of the Certificate of Amendment filed with the Commonwealth Virginia State Corporation Commission, effective December 4, 2012, changing the name of the corporation from Albemarle/Charlottesville Human Resource Association, Inc. to Charlottesville Society of Human Resource Management, Inc.

FOURTH: The persons named below have, as of the date hereof, the positions indicated next to their name and their signatures are genuine:

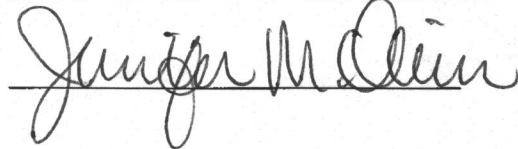
Name and Position

Signature


MICHAEL G. LATSKO, PRESIDENT



JENNIFER M. OLIVER, TREASURER



IN WITNESS WHEREOF I have hereunto set my hand and affixed the seal of the Corporation this 8th day of January, 2013.



PRESIDENT

[SEAL]

**COMMONWEALTH OF VIRGINIA
STATE CORPORATION COMMISSION**

AT RICHMOND, DECEMBER 4, 2012

The State Corporation Commission has found the accompanying articles submitted on behalf of
**CHARLOTTESVILLE SOCIETY OF HUMAN RESOURCE MANAGEMENT,
INC. (formerly Albemarle/Charlottesville Human Resource Association,
Inc.)**

to comply with the requirements of law, and confirms payment of all required fees. Therefore, it
is ORDERED that this

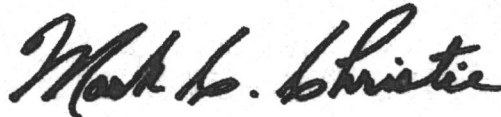
CERTIFICATE OF AMENDMENT

be issued and admitted to record with the articles of amendment in the Office of the Clerk of the
Commission, effective December 4, 2012.

The corporation is granted the authority conferred on it by law in accordance with the articles,
subject to the conditions and restrictions imposed by law.

STATE CORPORATION COMMISSION

By

A handwritten signature in black ink, reading "Mark C. Christie". The signature is written in a cursive, flowing style.

Mark C. Christie
Commissioner



COMMONWEALTH OF VIRGINIA
STATE CORPORATION COMMISSION

Office of the Clerk

December 4, 2012

CT CORPORATION SYSTEM
4701 COX RD STE 301
GLEN ALLEN, VA 23060

RECEIPT

RE: CHARLOTTESVILLE SOCIETY OF HUMAN RESOURCE
MANAGEMENT, INC.

ID: 0717068 - 1

DCN: 12-11-15-0049

Dear Customer:

This is your receipt for \$25.00 to cover the fee(s) for filing articles of amendment for a corporation with this office.

The effective date of the amendment is December 4, 2012.

Note: Prior to the effective date of this filing, the name of the above-referenced corporation was Albemarle/Charlottesville Human Resource Association, Inc..

Thank you for contacting our office. If you have any questions, please call (804) 371-9733 or toll-free in Virginia, (866) 722-2551.

Sincerely,

Joel H. Peck
Clerk of the Commission

AMENACPT
CIS0363