

COMPANIES ACTS 1985 AND 1989
COMPANY LIMITED BY SHARES

BUSINESS LINK (ESSEX) LIMITED

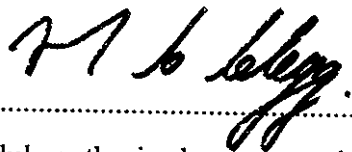
(Company Number: 2945688)

We, the undersigned, being all the Members for the time being of the Company entitled to attend and vote at General Meetings pass the following resolution as a Written Resolution pursuant to Sections 381A and 381B Companies Act 1985:

WRITTEN RESOLUTION

THAT the Articles of Association of the Company be altered as follows:

By omitting in Article 15 the words "less than eight or more than fifteen" and substituting for them the following words "less than eight or more than twelve".



.....
duly authorised representative of
Essex Training and Enterprise Council

.....
duly authorised representative of
Essex Chambers of Commerce Limited



.....
duly authorised representative of
Essex County Council

.....
duly authorised representative of
University of Essex

.....
duly authorised representative of
Anglia Polytechnic University
Higher Education Corporation

.....
duly authorised representative of
Business Development Advisory
Service Limited

DATED: 8/2/99

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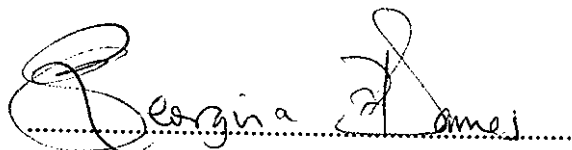
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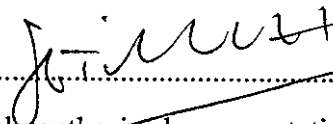
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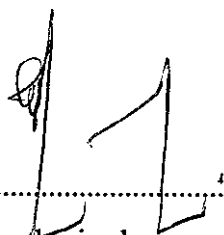
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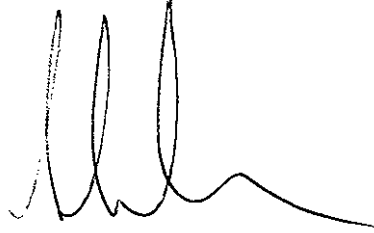
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A handwritten signature consisting of three tall, narrow loops followed by a horizontal line and a small upward flick.

.....
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Higher Education Corporation

.....
duly authorised representative of
Business Development Advisory
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DATED: 8/2/99

