



FILE COPY

**CERTIFICATE OF INCORPORATION
OF A
PRIVATE LIMITED COMPANY**

Company No. 6798323

The Registrar of Companies for England and Wales hereby certifies that

EMPLOYMENT SOLUTIONS LIMITED

is this day incorporated under the Companies Act 1985 as a private company and that the company is limited.

Given at Companies House on **22nd January 2009**



N06798323P



Companies House
— for the record —



THE OFFICIAL SEAL OF THE
REGISTRAR OF COMPANIES

004328/20

The Companies Acts 1985, 1989 and 2006

COMPANY LIMITED BY SHARES

Memorandum of Association

OF

LIMITED

AW7705W9*
23/12/2008 42
COMPANIES HOUSE
A8CGE581*
A54 29/11/2008 208
COMPANIES HOUSE



AHBGK6PX*
A47 21/01/2009 322
COMPANIES HOUSE

1. The Company's name is "
EMPLOYMENT SOLUTIONS LIMITED."
2. The Company's registered office is to be situated in England and Wales.
3. The Company's objects are*:—
 - (A) To carry on business as a general commercial company.

100/3x1

*Where the Memorandum states that the object of the Company is to carry on business as a general commercial company the object of the Company is to carry on any trade or business whatsoever and the Company has power to do all such things as are incidental or conducive to the carrying on of any trade or business by it – see section 3A of the Companies Act 1985 as amended by the Companies Act 1989. If it is intended that section 3A should apply, it would be prudent to delete the whole of Clause 3 and to substitute:
"3. The object of the Company is to carry on business as a general commercial company."

- (B) To carry on any other trade or business which can, in the opinion of the Board of Directors, be advantageously carried on by the Company in connection with or as ancillary to any of the above businesses or the general business of the Company.
- (C) To purchase, take on lease or in exchange, hire or otherwise acquire and hold for any estate or interest any lands, buildings, easements, rights, privileges, concessions, patents, patent rights, licences, secret processes, machinery, plant, stock-in-trade, and any real or personal property of any kind necessary or convenient for the purpose of or in connection with the Company's business or any branch or department thereof.

- (D) To erect, construct, lay down, enlarge, alter and maintain any roads, railways, tramways, sidings, bridges, reservoirs, shops, stores, factories, buildings, works, plant and machinery necessary or convenient for the Company's business, and to contribute to or subsidise the erection, construction and maintenance of any of the above.
- (E) To borrow or raise or secure the payment of money for the purpose of or in connection with the Company's business, and for the purposes of or in connection with the borrowing or raising of money by the Company to become a member of any building society.
- (F) To mortgage and charge the undertaking and all or any of the real and personal property and assets, present or future, and all or any of the uncalled capital for the time being of the Company, and to issue at par or at a premium or discount, and for such consideration and with such rights, powers and privileges as may be thought fit, debentures or debenture stock, either permanent or redeemable or repayable, and collaterally or further to secure any securities of the Company by a trust deed or other assurance.
- (G) To make advances to customers and others with or without security, and upon such terms as the Company may approve, and to guarantee the liabilities, obligations and contracts of any other person, firm or company whether a customer of the Company or otherwise, and the dividends, interest and capital of the shares, stocks or securities of any company of or in which this Company is a member or is otherwise interested.
- (H) To receive money on deposit or loan upon such terms as the Company may approve, and generally to act as bankers for customers and others.
- (I) To grant pensions, allowances, gratuities and bonuses to officers or ex-officers, employees or ex-employees of the Company or of any body corporate which is or has been a subsidiary of the Company or a predecessor in business of the Company or of any such subsidiary or to the dependants or any member of the family of such persons, and to contribute to any fund and pay premiums for the purchase or provision of any such benefit and to establish and support, or to aid in the establishment and support of, any

schools and any educational, scientific, literary, religious or charitable institutions or trade societies, whether such institutions or societies be solely connected with the business carried on by the Company or its predecessors in business or not, and to institute and maintain any club or other establishment or benefit fund or profit-sharing scheme calculated to advance the interests of the Company or of the officers of or persons employed by the Company or any such subsidiary.

- (J) To draw, make, accept, endorse, negotiate, discount and execute promissory notes, bills of exchange, and other negotiable instruments.
- (K) To invest and deal with the moneys of the Company not immediately required for the purposes of the business of the Company in or upon such investments and in such manner as may from time to time be determined.
- (L) To pay for any property or rights acquired by the Company either in cash or fully or partly paid-up shares, with or without preferred or deferred or special rights or restrictions in respect of dividend, repayment of capital, voting or otherwise, or by any securities which the Company has power to issue, or partly in one mode and partly in another, and generally on such terms as the Company may determine.
- (M) To accept payment for any property or rights sold or otherwise disposed of or dealt with by the Company, either in cash, by instalments or otherwise, or in fully or partly paid-up shares or stock of any company or corporation, with or without preferred or deferred or special rights or restrictions in respect of dividend, repayment of capital, voting or otherwise, or in debentures or mortgage debentures or debenture stock, mortgages or other securities of any company or corporation, or partly in one mode and partly in another, and generally on such terms as the Company may determine, and to hold, dispose of or otherwise deal with any shares, stock or securities so acquired.
- (N) To amalgamate with or enter into any partnership or arrangement for sharing profits, union of interests, reciprocal concession or co-operation with any company, firm or person carrying on or proposing to carry on any business within the objects of this Company or which is

capable of being carried on so as directly or indirectly to benefit this Company, and to acquire and hold, sell, deal with or dispose of any shares, stock or securities of or other interests in any such company, and to guarantee the contracts or liabilities of, subsidise or otherwise assist, any such company.

- (O) To purchase or otherwise acquire, take over and undertake all or any part of the business, property, liabilities and transactions of any person, firm or company carrying on any business which this Company is authorised to carry on, or the carrying on of which is calculated to benefit this Company or to advance its interests, or possessed of property suitable for the purposes of the Company.
- (P) To sell, improve, manage, develop, turn to account, exchange, let on rent, royalty, share of profits or otherwise, grant licences, easements and other rights in or over, and in any other manner deal with or dispose of the undertaking and all or any of the property and assets for the time being of the Company for such consideration as the Company may think fit.
- (Q) To distribute among the members in specie any property of the Company, or any proceeds of sale or disposal of any property of the Company, but so that no distribution amounting to a reduction of capital be made except with the sanction (if any) for the time being required by law.
- (R) To do all or any of the above things in any part of the world, and either as principals, agents, trustees, contractors or otherwise, and either alone or in conjunction with others, and either by or through agents, trustees, sub-contractors or otherwise.
- (S) To do all such other things as are incidental or conducive to the above objects or any of them.

And it is hereby declared that:—

- (A) the word “Company” in this Clause, except where used in reference to this Company, shall be deemed to include any partnership or other body of persons, whether corporate or unincorporate, and whether incorporated, registered, resident or domiciled in the United Kingdom or elsewhere, and

- (B) the objects of the Company specified in each of the foregoing paragraphs of this Clause shall be distinct and separate objects of the Company and shall be no way limited by reference to any other paragraphs hereof or to the order in which the same occur, but shall be construed in as wide a sense as possible as if each of the said paragraphs defined the objects of a separate and distinct company.
4. The liability of the members is limited.
5. The Company's share capital is £ 100 , divided into shares of £ 1 each.

We, the Subscribers to this Memorandum of Association, wish to be formed into a Company pursuant to this Memorandum, and we agree to take the number of shares shown opposite our respective names.

NAME(S), ADDRESS(ES) AND SIGNATURE(S) OF SUBSCRIBER(S)	Number of Shares taken by each Subscriber
Mr P. DILLON 306 BURNLEY ROAD ACCRINGTON LANC. BB5 6HF. <i>P.Dillon</i>	1
Mrs M. BRIERLEY - DAVIES 76 ALEXANDER RD SOUTH. <i>M.B.D.</i> WHALLEY RANGE MANCHESTER M16 8QJ	1
Mr C. FRODSHAM 12 ENGEL CLOSE RAMSBOTTOM LANCASHIRE. <i>Chris Frodsham</i> BL0 9XU.	1

51
 Dated this 24th day of November 2008

NAME(S), ADDRESS(ES) AND SIGNATURE(S) OF WITNESS(ES)

to the above Signature(s) —

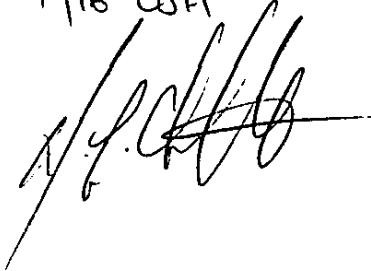
DAVE CHRISTIE

19 WILTON AVE

FIRSWOOD

MANCHESTER

M16 0ST

A handwritten signature in black ink, appearing to read 'D. Christie', with a long horizontal stroke extending to the right.

NOTE: A subscriber which is a company should sign by its authorised officials in accordance with any relevant provisions in its articles of association.

The Companies Acts 1985, 1989 and 2006

COMPANY LIMITED BY SHARES

Articles of Association

OF

EMPLOYMENT SOLUTIONS

LIMITED

1. Subject as hereinafter provided, the regulations contained or incorporated in Table A in The Companies (Tables A to F) Regulations 1985 as amended by the Companies (Tables A to F) (Amendment) Regulations 2007 (hereinafter referred to as "Table A") shall apply to the Company.

2. Regulations 8, 64, 76, 77 and 113 of Table A shall not apply to the Company.

3. The Company is a private company and accordingly no offer or invitation shall be made to the public (whether for cash or otherwise) to subscribe for any shares in or debentures of the Company, nor shall the Company allot or agree to allot (whether for cash or otherwise) any shares in or debentures of the Company with a view to all or any of those shares or debentures being offered for sale to the public.

4. At the date of the adoption of these Articles the capital of the Company is £ 100 divided into 100 Ordinary Shares of £1 each.

5. (a) The Directors may subject to Article 6 hereof allot, grant options over, or otherwise deal with or dispose of any relevant securities (as defined by section 80(2) of the Companies Act 1985) of the Company to such persons and generally on such terms and conditions as the Directors think proper.

(b) The general authority conferred by paragraph (a) of this Article shall be conditional upon due compliance with Article 6 hereof and shall extend to the amount of the authorised share capital of the Company upon its incorporation. The said authority will expire on the date of the fifth

anniversary of the incorporation unless renewed, varied or revoked by the Company in general meeting in accordance with section 80 or section 80A of the Act.

(c) The Directors shall be entitled under the general authority conferred by paragraph (a) of this Article to make at any time before the expiry of such authority any offer or agreement which will or might require relevant securities of the Company to be allotted after the expiry of such authority.

6. (a) Subject to any direction to the contrary that may be given by the Company in general meeting all shares authorised pursuant to Article 5 hereof to be allotted shall be offered to the members in proportion to the existing shares held by them and such offer shall be made by notice in writing specifying the number of the shares to which the member is entitled and limiting a time (being not less than 21 days) within which the offer if not accepted will be deemed to have been declined, and after the expiry of such time or upon receipt of an intimation from the member to whom such notice is given that he declines to accept the shares offered, the Directors may, subject to these Articles, allot or otherwise dispose of the same to such persons and upon such terms as they think most beneficial to the Company. The Directors may in like manner dispose of any such shares as aforesaid which, by reason of the proportion borne by them to the number of persons entitled to any such offer as aforesaid or by reason of any other difficulty in apportioning the same, cannot in the opinion of the Directors be conveniently offered in manner hereinbefore provided.

(b) By virtue of section 91(1) of the Companies Act 1985, sections 89(1) and 90(1) to 90(6) inclusive of that Act shall not apply to the Company.

7. The Company shall have a first and paramount lien on every share (whether or not it is a fully paid share) for all moneys (whether presently payable or not) called or payable at a fixed time in respect of that share and the Company shall also have a first and paramount lien on all shares (whether fully paid or not) standing registered in the name of any member whether solely or one of two or more joint holders for all moneys presently payable by him or his estate to the Company; but the Directors may at any time declare any share to be wholly or in part exempt from the provisions of this Article. The Company's lien (if any) on a share shall extend to all dividends payable thereon.

8. The Directors may, in their absolute discretion and without assigning any reason therefor, decline to register any transfer of any share, whether or not it is a fully paid share. The first sentence of Regulation 24 of Table A shall not apply to the Company.

9. In accordance with section 325 of the Companies Act 2006 in every notice calling a General Meeting of the Company there shall appear with reasonable prominence a statement that a member entitled to attend and vote is entitled to appoint a proxy to attend and vote instead of him and that a proxy need not be a member of the Company. Regulation 38 of Table A shall be modified accordingly and the second sentence of Regulation 59 of Table A shall not apply to the Company.

10. In Regulation 41 of Table A there shall be added at the end: "If at any adjourned meeting a quorum is not present within half an hour from the time appointed for the meeting the meeting shall be dissolved."

11. Unless and until the Company in general meeting shall otherwise determine, there shall be no maximum number of Directors and the minimum number of Directors shall be one. If and so long as there is a sole Director he may exercise all the powers and authorities vested in the Directors by these Articles and by Table A and Regulation 89 of Table A shall be modified accordingly. The first Directors of the Company shall be as named in the statement delivered to the Registrar of Companies pursuant to section 10 of the Companies Act 1985.

12. No person shall be elected a Director at any general meeting unless—

- (i) he is recommended by the Directors; or
- (ii) not less than fourteen nor more than thirty-five clear days before the date of the meeting a notice has been given to the Company by a member qualified to vote at the meeting of the intention to propose that person for election, together with a notice by that person confirming his willingness to be elected.

13. A Director shall not be required to hold any share qualification but shall nevertheless be entitled to receive notice of and to attend at all general meetings of the Company and at all separate general meetings of the holders of any class of shares in the capital of the Company.

NAME(S), ADDRESS(ES) AND SIGNATURE(S) OF SUBSCRIBER(S)

Mr P DILLON
308 BURNLEY ROAD
ACCRINGTON
LANCASHIRE
BB5 6HG.

P.Dillon

Mrs M. BRIERLEY-DAVIS
76 ALEXANDRA ROAD SOUTH.
WHALLEY RANGE.
MANCHESTER
M16 8QJ.

** M. Brierley-Davis*
M.B.

Mr C. FRODSHAM.
12 EUGEL CLOSE
RAMSBOTTOM
LANCASHIRE.
BL0 9X4.

Chris Frodham

CF

Dated this *24th* day of *November* 2008.

NAME(S), ADDRESS(ES) AND SIGNATURE(S) OF WITNESS(ES)

to the above Signature(s) —

DAVE CHRISTIE

19 WILTON AVE

FIREWOOD

MANCHESTER

M16 0JH

[Signature]

NOTE: A subscriber which is a company should sign by its authorised officials in accordance with any relevant provisions in its articles of association.

DC



Companies House
for the record

12

Declaration on application for registration

Please complete in typescript,
or in bold black capitals.

CHWP000

Company Name in full

EMPLOYMENT SOLUTIONS LTD

I,

MR PETER DILLON

of

308 BURNLEY ROAD, ACCRINGTON, LANCASHIRE.

do solemnly and sincerely declare that I am a [†] ~~Solicitor engaged in the formation of the company~~ [person named as director or secretary of the company in the statement delivered to the Registrar under section 10 of the Companies Act 1985] and that all the requirements of the Companies Act 1985 in respect of the registration of the above company and of matters precedent and incidental to it have been complied with.

† Please delete as appropriate.

And I make this solemn Declaration conscientiously believing the same to be true and by virtue of the Statutory Declarations Act 1835.

Declarant's signature

P. Dillon

Declared at

MACEY JONES, PAUL MALL COURT, 61-67 KING ST, MANCHESTER

Day Month Year

On

1 5 0 1 2 0 0 9

① Please print name.

before me ①

JOSEPH CONROY

Signed

[Signature]

Date

15/01/09

† A Commissioner for Oaths or Notary Public or Justice of the Peace or Solicitor

You do not have to give any contact information in the box opposite but if you do, it will help Companies House to contact you if there is a query on the form. The contact information that you give will be visible to searchers of the public record.

Tel

DX number

DX exchange

Companies House record the barcode

This form has been provided free of charge
by Companies House.

Form revised 10/03

When you have completed and signed the form please send it to the Registrar of Companies at:

Companies House, Crown Way, Cardiff, CF14 3UZ DX 33050 Cardiff
for companies registered in England and Wales

or

Companies House, 37 Castle Terrace, Edinburgh, EH1 2EB
for companies registered in Scotland

DX 235 Edinburgh
or LP - 4 Edinburgh 2



Companies House
for the record

10

Please complete in typescript,
or in bold black capitals.

CHWP000

Notes on completion appear on final page

**First directors and secretary and intended situation of
registered office**

Company Name in full

EMPLOYMENT SOLUTIONS LIMITED.

Proposed Registered Office

(PO Box numbers only, are not acceptable)

308 BURNLEY ROAD

Post town

ACCINGTON

County / Region

LANCASHIRE

Postcode

BB5 6HG.

If the memorandum is delivered by an agent
for the subscriber(s) of the memorandum
mark the box opposite and give the agent's
name and address.

Agent's Name

Address

Post town

County / Region

Postcode

Number of continuation sheets attached

You do not have to give any contact
information in the box opposite but if
you do, it will help Companies House
to contact you if there is a query on
the form. The contact information
that you give will be visible to
searchers of the public record.

Tel

DX number

DX exchange



CRS

03/12/2008

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COMPANIES HOUSE

When you have completed and signed the form please send it to the
Registrar of Companies at:

Companies House, Crown Way, Cardiff, CF14 3UZ DX 33050 Cardiff
for companies registered in England and Wales

or
Companies House, 37 Castle Terrace, Edinburgh, EH1 2EB
for companies registered in Scotland

DX 235 Edinburgh
or LP - 4 Edinburgh 2

WEDNESDAY

Company Secretary (see notes 1-5)

* Voluntary details

†† Tick this box if the address shown is a service address for the beneficiary of a Confidentiality Order granted under section 723B of the Companies Act 1985 otherwise, give your usual residential address. In the case of a corporation or Scottish firm, give the registered or principal office address.

Company name	EMPLOYMENT SOLUTIONS		
NAME	*Style / Title	MR	*Honours etc
Forename(s)	PETER		
Surname	DILLON.		
Previous forename(s)			
Previous surname(s)			
Address ††	308 BURNLEY ROAD		
Post town	ACCRINGTON		
County / Region	LANCASHIRE	Postcode	BB5 6HG.
Country	ENGLAND		
I consent to act as secretary of the company named on page 1			
Consent signature	P.Dillon		Date 24.11.08

Directors (see notes 1-5)

Please list directors in alphabetical order

†† Tick this box if the address shown is a service address for the beneficiary of a Confidentiality Order granted under section 723B of the Companies Act 1985 otherwise, give your usual residential address. In the case of a corporation or Scottish firm, give the registered or principal office address.

NAME	*Style / Title	MRS	*Honours etc	BSC.
Forename(s)	MICHELIE			
Surname	BRIERLEY - DAVIES			
Previous forename(s)				
Previous surname(s)	BRIERLEY.			
Address ††	76 ALEXANDRA ROAD SOUTH.			
Post town	WHALLEY RANGE			
County / Region	MANCHESTER		Postcode	M16 8QJ.
Country	ENGLAND.			
Date of birth	Day	Month	Year	Nationality
	21	07	1970	BRITISH.
Business occupation	PROJECT MANAGER			
Other directorships				
I consent to act as director of the company named on page 1				
Consent signature	Michelle Brierley-Davies			Date 24.11.08

nb

Directors (see notes 1-5)

Please list directors in alphabetical order

NAME	*Style / Title	<input type="text" value="Mr"/>		*Honours etc	<input type="text"/>		
* Voluntary details	Forename(s)	<input type="text" value="CHRIS"/>					
	Surname	<input type="text" value="FRODSHAM"/>					
	Previous forename(s)	<input type="text"/>					
	Previous surname(s)	<input type="text"/>					
†† Tick this box if the address shown is a service address for the beneficiary of a Confidentiality Order granted under section 723B of the Companies Act 1985 otherwise, give your usual residential address. In the case of a corporation or Scottish firm, give the registered or principal office address.	Address ††	<input type="text" value="12 ENGEL CLOSE"/>					
	Post town	<input type="text" value="RAMSBOTTOM"/>					
	County / Region	<input type="text" value="LANCASHIRE"/>	Postcode	<input type="text" value="BL0 9XU"/>			
	Country	<input type="text" value="ENGLAND"/>					
	Date of birth	<input type="text" value="22"/>	<input type="text" value="10"/>	<input type="text" value="19"/>	<input type="text" value="65"/>	Nationality	<input type="text" value="BRITISH"/>
	Business occupation	<input type="text" value="NONE"/>					
	Other directorships	<input type="text"/>					
		<input type="text"/>					
I consent to act as director of the company named on page 1							
	Consent signature	<input type="text" value="Chris Frodsham"/>			Date	<input type="text" value="24.11.08"/>	

This section must be signed by either an agent on behalf of all subscribers or the subscribers (i.e those who signed as members on the memorandum of association).

Signed	<input type="text" value="Chris Frodsham"/>	Date	<input type="text" value="24.11.08"/>
Signed	<input type="text" value="P. D. W."/>	Date	<input type="text" value="24.11.08"/>
Signed	<input type="text" value="Michael B. ..."/>	Date	<input type="text" value="24.11.08"/>
Signed	<input type="text"/>	Date	<input type="text"/>
Signed	<input type="text"/>	Date	<input type="text"/>
Signed	<input type="text"/>	Date	<input type="text"/>
Signed	<input type="text"/>	Date	<input type="text"/>