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AUTHORIZATION:

ABBIE/PAUL HODGE

TYPE:

AMENDMENT TO ARTICELS OF INCORPORATION

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N. C.

CERTIFICATE OF AMENDMENT TO CERTIFICATE OF INCORPORATION OF ISS STAFFING SERVICES, INC.



Pursuant to the provisions of the Florida General Corporation Act, ISS Staffing Services, Inc. (the "Company"), a Florida corporation, adopts the following amendment to its Articles of Incorporation, originally filed in the office of the Secretary of State of Florida on December 2, 1982:

FIRST: The Sole Shareholder of the Company, duly adopted a resolution amending the Articles of Incorporation of the Company. The resolution is as follows:

RESOLVED, that . . . the Articles of Incorporation of the Company be amended to change the name of the Company to Talent Tree, Inc. by the deletion of the FIRST paragraph in its entirety and substitution of the following text in its entirety which shall read as follows:

FIRST: The name of the corporation is "Talent Tree, Inc."

SECOND: The foregoing amendment was duly adopted in accordance with the provisions of the Florida General Corporation Act.

IN WITNESS WHEREOF, the Company has caused these Articles of Amendment to be executed as its act and deed by Samuel S. Crocker, its Vice President, General Counsel and Secretary, to be effective as of the 6th day of December, 2000.

ISS ACQUISITION CORP.

Samuel S. Crocker

Vice President, General Counsel and

Secretary