

CERTIFICATION OF RESOLUTIONS

I, Sunny Lee, being the Secretary of Injured Workers' Bar Association, Inc. (the "Association"), DO HEREBY CERTIFY that the following is a true copy of resolutions duly adopted by the Board of Directors of the Association on January 29, 2010.

RESOLVED, that the By-Laws of the Association now in effect, are duly amended as follows {added [deleted]}:

Article III, Section 1, Paragraph 4 shall be amended as follows:

4. The officers of the Association shall be *ex officio* members of the Board of Directors. Every Past President of the Association shall be an *ex officio* member of the Board of Directors so long as they remain a member of the Association. All *ex officio* members of the Board of Directors will have full voting rights.

Article III, Section 2, Paragraph 1 shall be amended as follows:

1. The annual meeting of the Board of Directors shall be held [immediately after and] at the same place as the annual meeting of members...

Article IV, Section 2 shall be amended as follows:

SECTION 2. APPOINTMENT AND TENURE:

The officers of the [corporation] Association shall be appointed annually by the Board of Directors at the annual meeting of the Board held [following each] at the same place as the annual meeting of the members...

Article, Section 1, Paragraph 4 shall be amended as follows:

4. The membership year shall begin on the first day of [June] January and end on the thirty-first day of [May] December.

Article V, Section 1, Paragraph 5 shall be deleted.

Article V, Section 1, Paragraph 6 shall be amended as follows:

Renumbered to Paragraph 5.

Article V, Section 2, Paragraph 1 shall be amended as follows:

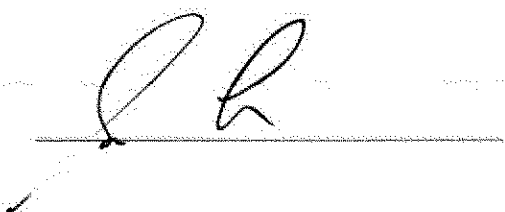
1. The annual meeting of the members shall be held during the [month of May] winter meeting on a date and at a time, and at a place, set by the Board of Directors...

Article IX, Section 5, Paragraph 1 shall be amended as follows:

1. A notice of a meeting or other action may be by email or by first class mail to the member of the Board of Directors or to the member of the Association, as the case may be; such notice shall be by email or mailing address of record for the person to receive such notice; such notice shall be deemed given when properly emailed or post-paid and deposited with the United States Postal Service.

RESOLVED, that the officers of the Association are hereby authorized, empowered and directed to take all such action on behalf of the Association as they may deem necessary, appropriate or advisable to carry out the intent and purposes of the foregoing resolutions.

This Resolution may be executed in various counterpart copies, each of which shall be deemed an original, but all of which together shall constitute one and the same instrument.

A handwritten signature in black ink, consisting of stylized initials, is written over a horizontal line. The signature appears to be 'JH' or similar.