

THIS IS AN EXAMPLE OF A LAYOUT THAT WOULD BE ACCEPTABLE TO THE REGISTRAR
BUT IT IS NOT OBLIGATORY

COMPANY NO: 00803368

THE COMPANIES ACT 1985
COMPANY LIMITED BY SHARES
ELECTIVE/EXTRAORDINARY/ORDINARY / SPECIAL RESOLUTION(S)
OF

A. SYKES (DORLOX) LIMITED / PLC

AT A GENERAL MEETING OF THE ABOVE-NAMED COMPANY, DULY CONVENED AND HELD AT
BARDEN WORKS, CLUB LANE, OVENDEN, HALIFAX, HX2 8DD

ON THE EIGHTEENTH DAY OF JANUARY 1996

THE FOLLOWING RESOLUTION(S) * WAS / WERE DULY PASSED:-

THE DIRECTORS ADVISED THE MEETING THAT ~~AT~~ A BOARD
MEETING HELD ON 21 DECEMBER 1995, THE DIRECTORS GAVE
30 DAYS NOTICE OF THE INTENTION TO REDEEM ^{JYW} £120,000
OF 10% REDEEMABLE PREFERENCE SHARES ^{AT PAR, £120,000, JYW} ON 31 JANUARY
1996 ^{AT PAR.} AND THE MEETING OF 18 JANUARY 1996 CONFIRMED
THAT REDEMPTION WOULD TAKE PLACE ON 31 JANUARY 1996

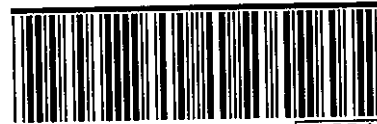
SIGNED *[Signature]*

* DIRECTOR / SECRETARY

DATE 30TH JANUARY 1996

* Delete as appropriate

DEB 15 (REVISED 07/93)



A32 *A7MYJT4H* 694
COMPANIES HOUSE 11/02/97

COMPANIES HOUSE 01/02/97