CERTIFICATE OF OFFICIAL REGISTRY, AUTHORIZED AT THE PETITION OF THE NATIONAL YOUTH DELEGATION, GENERAL SECRETARIAT OF THE MOVEMENT.

NUMBER FIVE HUNDRED AND SEVENTY-EIGHT

Madrid, April twenty-second, nineteen hundred and seventy-six.

Before me, JOSE ANTONIO GARCÍA NOBLEJAS Y GARCIA NOBLEJAS, Notary of Madrid and its illustrious School,

A P P E A R:

DON MANUEL VALENTIN GAMAZO Y DE CARDENAS, National Youth Delegate, whose personal circumstances are not indicated due to appearing in representation of said office.

HE INTERVENES in the name and representation of the National Movement, as National Youth Delegate of the General Secretariat of the Movement, the actual exercising as such being certified by me, the Notary, and having been named thusly by Decree nº 2.583 on October nineteenth, 1973(O.S.B.,October 20).

As far as I am concerned, he has sufficient capacity for this certificate, and REQUESTS ME to record in my registry of public documents the new Constitution ruling the "International Organization for Promotion of Vocational Training and the International Competitions of Vocational Training", having furnished with the text of the same on eight pages of common paper, typewritten on the obverse, with the letterhead "International Competitions of Vocational Training - General Secretariat, Marqués de Riscal, 16, Madrid-4 (Spain)".

By the same token and for the same reason, he furnishes me with a certificate of the minutes of the meeting of the Organizing Council of said Institution, held in Madrid on September 20, 1975, issued on January 5, 1976, by D.Francisco Albert Vidal, General Secretary of said Organism, with the approval of its President, Mr. Valentín-Gamazo, whose signatures I know and declare to be legitimate. Said certificate consists of five pages typewritten on the the obverse and signed on their left margins by Messrs. Albert and Valentín-Gamazo, whose signatures I consider to be equally legitimate.

I, the Notary, receive said documents and attach them to this original draft, duly reintegrated and forming part of my registry of public documents.

I, the Notary, read the present certificate to the gentleman appearing, prior to notice and renouncing of his right to do so , and he, being in accordance with the same, signs it.

I, the Notary, swear that I know him and that consigned on this public document, set forth on this single page of class fourteen. This is the signature of Don Manuel Valentín-Gamazo y de Cardenas. Signed: José Antonio García Noblejas. Sealed and stamped.

ATTACHED DOCUMENTS:

DOCUMENT Nº ONE:

"INTERNATIONAL COMPETITIONS OF VOCATIONAL TRAINING - GENERAL SECRETARIAT, MARQUES DEL RISCAL nº 16, MADRID-4 (Spain). September 20, 1975.

INTERNATIONAL ORGANIZATION FOR THE PROMOTION OF VOCATIONAL TRAINING.

C O N S T I T U T I O N

Art.1. Denomination, Headquarters, Juridic Form, Fiscal year.

1. The Organization shall be denominated: "INTERNATIONAL ORGANIZATION FOR THE PROMOTION OF VOCATIONAL TRAINING AND THE INTERNATIONAL COMPETITIONS OF VOCATIONAL TRAINING FOR YOUTH".

2. The Organization headquarters is Madrid (Spain).

3. The Organization shall obtain juridic and patrimonial perso_ nality. It shall be inscribed in the Registry of International Entities determined by the Member Assembly.

4. The fiscal and economic year shall correspond to the natural calendar year. (January 1 to December 31).

Art.2. Objectives and activities.

1. The Organization shall stimulate Vocational Training in the member Entities in different countries, and in others, especially encouraging the Competition and friendly contacts between young workers from industry, handicrafts and service enterprises, as well as the exchange of information on systems and methods of Vocational Training in the nations.

2. In order to obtain these objectives, the Organization
a) shall periodically organize International Competitions of Vocational Training for young people of member countries;
b) shall organize seminars on methods and systems of Vocational Training and research on said systems and methods;
c) shall compile and publish information on Vocational Training in different countries;
d) shall establish maintain contacts with other national and international organizations interested in Vocational Training;
e) shall try to obtain as many objectives as thought desirable, providing they are not opposed to the present Constitution.

Art.3. Members.

1. Membership to the Organization shall be open to national institutions of all countries.

The possibility of being a member of the Organization presupposes that the Institution cooperates competently or promotes Vocational Training in its country.

It is also possible to be an honorary member of the Organization for Institutions and natural persons.

2. The admission of a member shall only be admissible, in principle if no other Institution of the country of the same belongs to the Organization. The Member Assembly may establish exemptions to this requisite.

If the Member Assembly admits one or various institutions of the same country as members, these members may make use of their rights as such only on a common basis, through one repre_ sentative designated by the remainder, both in the Member As_ sembly and the Administrative and Technical Committees, or in any committee constituted by agreements adopted by said Assembly. The rights of member apply for each one of them, without taking into account if -due to having made an agree_ ment with the other members of his country - the same is in a situation to exercise his rights.

3. The application for membership shall be sent in writing to the Standing Commission. The Member Assembly shall decide on the admission and granting of an honorary membership with at least three-quarters of the votes of the Organization mem_ bers.

4. The rights and obligations of the members are issued by the present Constitution, as well as agreements made on the basis of the same.

5. Members lose their membership in the Organization by their own petition or by exclusion.

The declaration of withdrawing from the Organization(volun_ tary withdrawäl) must be delivered by the member in question to the Standing Commission one year before the time of aban_ donment. The delivery of this declaration does not exempt said member from the requisite of paying the quotas cprres_ ponding to the natural year in which the withdrawal is de_ clared.

In order to obtain the exclusion of an Organization member, the Member Assembly shall decide by a three-quarter majority

vote of its members and, on the request of the Standing Com_ mission, application for exclusion may be submitted to the Assembly, especially when:

a) a member persistently violates the obligations issued by the present Constitution or agreements taken on the basis of the same, particularly his obligations of paying quotas and participating in the International Competitions of Vo_ cational Training. These persistent violations exist when the nonfulfilment of a duty is repeated, in spite of demands from the Standing Commission.
b) a member deliberately and publicly defames the objectives and activities of the Organization, or tries to impede their realization.

6. Before adopting a resolution on the exclusion of a member, he must be given the opportunity to express his position with respect to the application for exclusion before the Mem_ ber Assembly.

Art.4. Government of the Organization.

1. The government of the Organization shall be through: the Member Assembly and the Standing Commission, as bodies; as well as by the Administrative Committee, the Technical Committee and the General Secretariat.

2. The members of the Organization government shall exercise their activities on an honorary basis and without remuneration.

As far as third parties are concerned, they must be discreet about all the internal matters of the Organization.

3. The responsibilties of the members of the Organization government, on an individual basis, shall be limited in ac_ cordance to that set forth in the Spanish Civil Code.

Art.5. Member Assembly.

1. The Member Assembly shall be the supreme organ of the Organization and shall concern itself with all matters of the same, as long as said matters are not transferred by the Assembly-or are not forecast by the present Constitution- as special tasks to be executed by the Standing Commission or by others of those set forth in art.4, section 1.

The Member Assembly shall be composed by two representatives of each Member.

It shall make its agreements, as long as the present Consti_ tution does not otherwise determine, by simple majority of votes. The Assembly may only make valid agreements when the quorum of participants consists of at least 3/4 of the Members inscribed.

Each member has only one vote. In the event of tie, the Presi_ dential vote shall decide, or, in his absence, that of the Vice-president representing him. Honorary members do not have a vote.

2. The Member Assembly shall make agreements, especially on:

a) elections of the President and confirmation of the third Vice-president.(Details of the elections are set forth in Art.6 of the present Constitution).
b) the naming of the Secretary General, as proposed by the Standing Commission.
c) modification of the present Constitution, this requiring a 3/4 majority vote of the Organization members.
d) designation of Special Commissions and the determination of tasks to be carried out, specifying their realization norms.
e) dissolution of the Organization, this requiring a 3/4 majority vote of the Organization members.

3. The Member Assembly shall constitute an Administrative Committee and a Technical one. These Committees shall have - among others - the mission of preparing decisions to be adop_ ted by the Member Assembly. The functions of these Committees shall be regulated by their own internal regulations, pre_

viously approved by the Member Assembly.

Each of the Organization members shall designate a represen_ tative for each of said Committees, who in turn will be re_ presentatives in the Member Assembly. In order to adopt agree_ ments, these Committees must take the prescriptions into account which are set forth in this Constitution for agreements of the Member Assembly.

Each Committee shall elect a Chairman and a Vice-president from its members, to develope their own activities according to the instructions of each Committee; they shall support the Organization President and the Chairman of the Standing Com_ mission in the execution of their tasks.

Art.6. President and Vice-president.

1. The President shall be elected by the Member Assembly, said officer not being required to belong to the same as a representative of one of the members. His term shall be three years, re-election being permitted.

Presidential elections shall abide by the following principles:

a) the Organization of the ---------- election shall corres_ pond to a Panel, designated by the Member Assembly from its components, this Panel being constituted by representatives of members of at least three different nationalities.
b) the proposed candidates shall be submitted to the Panel at least five months before the election, this date to be fixed by the Member Assembly. The proposed candidate must be subscribed by at least three members of different nationality to his own.
c) the Panel, at least three months before the election date, shall issue a summons to the same, forwarding it to all Members. The election summons shall contain the names of the candidates proposed for the Presidential election, indicating his professional activity, headquarters and nationality.

d) voting shall be carried out in free and secret election. The candidate getting a 3/4 majority vote in the first voting - from all the members with the right to vote - shall be elected. If none of the candidates obtain this majority in the first voting, a second voting shall take place. This second voting shall only apply to the two candidates obtaining the greatest number of votes in the first round. The candidate winning the greatest number of votes from the members with the right to vote shall be elected in this second round of voting.

2. The Organization shall have three Vice-presidents. The first Vice-president shall be that of the Administrative Committee and the second of the Technical Committee. The third Vice-presidency shall be filled by the Representative of the Member country in which the International Competition of Vocational Training is held. When the Organization President is not of the nationality corresponding to the headquarters of the General Secretariat, the first Vice-president shall be automatically designated by the Member country in which the General Secretariat is based. When the Organization President is of the same nationality as the headquarters of the General Secretariat, the first Vice-president shall be elected.

The term of the first and second Vice-presidents shall be same as that of the President. The term of the third Vice-president shall begin and finish with the natural year in which the International Competition of Vocational Training is held by the Member designating same.

3. The President and 3 Vice-presidents shall come from different Member countries.

4. When the representative of a Member is elected President or Vice-president, or designated Vice-president, said Member may designate another representative for the Member Assembly, during the the mandate of the original representative.

5. The President shall preside over the Member Assembly. He may be represented by the Vice-presidents according to the hierarchical order of the same.

Art. 7. Standing Commission.

1. The Standing Commission shall be constituted by the President of the Member Assembly and the three Vice-presidents.

2. The Standing Commission , through its President, represents the Organization with respect to its Members and third parties, either juridic or extra-juridic. In his absence, he shall be represented by the Vice-presidents, according to their hierarchical order.

3. The Standing Commission shall be responsible for the fulfilling of all missions entrusted to the same by the present Constitution, or on the basis of the latter.

They shall be, above all:

a) the annual presentation of the fiscal report and economic liquidation at the end of every year, as well as the income and costs budget for the following year, after prior approval by the Administrative Committee and the General Secretary.
b) the naming of personnel, as proposed by the General Secretary, as well as the setting of norms and work conditions, once approved by the Administrative Committee.
c) the coordination of the work of the Administrative and the Technical Committees between them, on the one hand, and, on the other, with the Member Assembly.
d) transactions for the broadest possible dissemination of activities oriented toward greater prestige for the Organization.
e) calling meetings of the Member Assembly.

4. The Standing Commission shall convoke the Assembly at least once a year,with four weeks prior notice in writing and informing on the agenda. It shall also be convoked when requested by at least one third of its members.

5. In order to realize routine administrative matters or special individual missions, the Standing Commission may count on the help of the General Secretary. The transfer of special

missions whose execution corresponds to the Standing Commis_ sion of the General Secretary does not free said Commission of the responsibility of expediting these tasks before the Member Assembly in due form.

6. When the President or Vice-president presistently violate the duties set forth in the present Constitution, or those transferred to the same on the basis of said Constitution, they may be withdrawn from their posts by the Member Assembly by a 3/4 majority vote of its Members. The application for withdrawal from their posts must be supported by at least three members and submitted in writing to the General Secre_ tary of the Organization. The General Secretary shall then inform the Members.

Art.8. General Secretary.

1. The expedition of routine matters of the Organization corresponds to the Secretary General, in accordance with the instructions of the Standing Commission, of the Member Assembly, as well as of the Administrative and Technical Committees.

2. The missions of the General Secretary are, above all:

a) to prepare all meetings of the Member Assembly, the Standing Commission, the Administrative Committee, the Technical Com_ mittee, as well as of Commissions determined by the Member As_ sembly for special cases.
b) prepare the organization of all electoral processes fore_ seen in the present Constitution.
c) prepare the annual report, the economic liquidation at the end of the year and the income and costs Budget for the fol_ lowing fiscal year.
d) prepare decisions relative to personnel matters.
e) participate in all meetings of the Organization, on an advisory basis.

Art.9. Financing.

1. Organization costs shall be covered by quotas from its members and other contributions.

2. The Member Assembly shall agree on the amount of the quotas by a 3/4 majority vote of its members, the Standing Commission being responsible for studying and submitting the proposed resolution.

3. Means shall be obtained for financing the activities of the Organization, apart from income from member quotas.

Art. 10. Final and transitory dispositions.

1. The present Constitution shall be enforced three months after approval by the Member Assembly. This shall not go into effect if the Member Assembly, after the abovementioned date and by 3/4 majority vote of its members, determines another date on the basis of amendments possibly arising in the text of this Constitution from the Members.

After the enforcement, all agreements made to date and contrary to the present Constitution shall be revoked.

2. The interpretation of the Constitution shall be based on the German text deposited at the Organization headquarters.

3. In the event of liquidation of the Organization, the Member Assembly shall designate a Liquidating Commission from its Members. This Commission shall be composed of at least 10 members, their mission being to submit proposals to the Member Assembly on the destination of the Organization patrimony possibly existing after liquidating the Liabilities.

DOCUMENT Nº TWO:

"INTERNATIONAL COMPETITIONS OF VOCATIONAL TRAINING. GENERAL SECRETARIAT. MARQUES DEL RISCAL Nº 16. MADRID-4(Spain).

FRANCISCO ALBERT VIDAL, General Secretary of the "International Organization for the promotion of Vocational Training".

P A R T I C I P A N T S:

Mr. Pérez Cornes, Mr. Power, Mr. Hamer, Mr.Kang, Mr. Spoelgen, Mr. Dressel, Mr. Nispel, Dr. Häusler-Angeli, Mr. Bammer, Mr. Vlaemminck, Mr. Vastiau, Mr. Chung, Mr. Wang, Mr. Liu, Mr. Maestu, Mr. Johnson, Mr. Lewis, Mr. Hibert, Mr. Poitevin, Mr. Laman Trip, Mr. Sweeney, Mr. Ferrari, Mr. Ghedini, Mr. Furuya, Mr. Omata, Mr. Seger, Mr. Biedermann, Mr. Glaesener, Mr. Schneider, Mr. Hill, Mr. Clayton, Mr. Schürch, Mr. Gonthier, Mr. Revol, Mr. Attawiparkpaisan.

General Secretariat.

Mr. Albert, Mr. Capdepón, Mr. Martínez.

I C E R T I F Y:

That, in the minutes of the meeting of the Organizing Council of said Institution, held in Madrid on September twentieth, nineteen hundred and seventy-five, attended by the gentlemen separately listed, the following, among other documents, and textually copied, is set forth:

"Study of the new Constitution, drafted on July 1, 1975. After two years study and numerous drafts of the new Consti_ tution, a meeting was held in Bonn by Mr. Spoelgen- Official Representative of Germany and entrusted with the drafting of the same by the Subcommission studying the "future of the Competition"- and the General Secretary, Mr. Albert, with technical advice from the German lawyer, Mr. Crone.

The President reported that, in view of this project and in order to expedite the due registration of the new Organization in the International Agreement, he had entrusted the Professor of International Law of the University of Madrid, Mr. Pérez González, to write a report on possibilities in this respect.

Mr. Pérez González read his report (see Annex nº 4) which was approved by the participants.

Mr. Gamazo proposed to the Council that the new Constitution be examined article by article, in order to obtain the approval of this study system.

The rectifications introduced were as follows:

Article 1.2. was drafted as follows: "The headquarters of the Organization is Madrid (Spain).

Article 1.4.The beginning and duration of the natural year shall be specified, this being understood to last from January 1 to December 31.

Article 2.1. In this section, the following paragraph should be included: "friendly contact between young workers of corporative entities of industry, handicrafts, enterprises and services of interested countries, eliminating the term member countries".

Article 2.2. b) The following paragraph should be included: "shall organize seminars and different research programs on existing methods and systems, as well as new ones, in Vocational Training".

Article 2.2.d) The following paragraph shall be added to this section: " and other objectives not opposing this Constitution".

Article 2.2.e) This section shall pass to Article 9 as item 3.

Article 4.2. This section shall include "limitations on the responsibility of the members of the Organization government shall be in accordance with those expressed in the current Spanish Civil Code".

Article 6.2. This section should be rectified as follows: "The Organization shall have three Vice-presidents".

The first shall be that of the Administrative Committee.
The second of the Technical Committee.

The 3rd shall be that designated by the country where the International Competition is held.

When the office of President falls on a person of different nationality to that of the country where the General Secre_ tariat is headquartered, the first Vice-president shall automatically and necessarily have the nationality of the country where the General Secretariat is headquartered.

Article 7.1. The Standing Commission shall be constituted by the "President of the Member Assembly and the three Vice-presidents, as indicated in Art.6.2."

Article 7.4. The words "as much as possible" shall be elimi_ nated in order to specify that the"Assembly shall be convoked at least once a year with at least four weeks prior notice".

Article 9. The section set forth in Art.2.2.e), which says the following:"Means shall be obtained in order to finance the activities of the Organization, apart from income from Member quotas", shall be added as item 9.3.

As certified in the minutes, it was agreed to authorize the President to expedite the juridic formality of inscribing the new Constitution and to inform the Council of his trans_ actions.

With the rectifications indicated, the new Constitution was unanimously approved for the INTERNATIONAL ORGANIZATION FOR THE PROMOTION OF VOCATIONAL TRAINING AND THE INTERNATIONAL COMPETITIONS OF VOCATIONAL TRAINING FOR YOUTH. This denomi_ nation may be reformed prior to agreement of the language sectors with titles or denominations synthesizing the offi_ cial denomination indicating, providing the exact content of denomination is respected.

By the same token, it was agreed that this new Constitution should be enforced three months after today's date".

That the entities represented in the abovementioned Organizing Council, forming part of the "International Organization for the Promotion of Vocational Training and the International Competitions of Vocational Training for Youth" are as follows:

- Federal Republic of Germany:
  Deutscher Industrie-und Handeletag,
  Deutscher Handwerk-skammertag.

- Austria:
  Bundeskammer für gewebliche Wirtschait.

- Belgium:
  Ministère des Calsses Moyennes, Comité National de Formation et de Perfectionnement Professionel.

- South Korea:
  Korea Committee International Vocational Training Competition.

- Taiwan (Formosa):
  National Vocational Training Service for Industry.

- Spain:
  Delegación Nacional de la Juventud.

- United States of America:
  Vocational Industrial Clubs of America.

- France:
  Association Ouvrière des Compagnons du Devoir du Tour de France.

- Holland:
  Vereniging ter Veredeling van het Ambacht, Nederlande Comite voor Nationale en Internationale Bercepenwedstrijden.

- Iran:
  National Technical Skill Competitions Committee,
  Ministry of Labor and Social Affairs.

- Ireland:
  Department of Education, Ministry of Education.

- Italy:
  Comitate Representativo al Concorsi Internazionali di
  Formazione Profesionale, Ministero della Publica Istruzione
  Direzione Generale pos L'Istruzione Professionale.

- Japan:
  Japan Industrial and Vocational Training Association.

- Liechtenstein Principate:
  Internationale Berufswettbewerbe Liechtensteinisches Kommittee.

- Luxembourg:
  Ministère du Travail et de la Securité Sociale.

- Malta:
  Department of Labour and Emmigration.

- United Kingdom:
  VOTE, The Society for the Promotion of Vocational Training
  and Education.

- Switzerland:
  Schweizerisches Sekretariat für internationale Berufswettbewerbe.

And, in order to certify as such and to all effects forth_ coming, I hereby expedite the present certification, with the approval of the President of the General Assembly of the International Organization for the Promotion of Vocational Training and the International Competitions of Vocational Training for Youth, the Illustrious Don Manuel Valentín-Gamazo y Cárdenas, in Madrid, on January fifth, nineteen hundred and seventy-six. Signature of Don Francisco Albert Vidal (illegible). Approved by: THE PRESIDENT (illegible)

Signature. Signed: D. Manuel Valentín-GamazO y Cárdenas. Stamped and sealed".

THIS IS A COPY OF THE ORIGINAL, being faithful and concordant to the same. And, as requested by the gentleman appearing, as intervening, on eight sheets of class 14, series 0, Nºs 2.549.703; 2.549.705; 2.549.707; 2.549.716; 2.549.719; 2.549.720; 2.549.722; and that of the present, in Madrid, the next working day after its granting. I HEREBY SWEAR.