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SECRETARY OF STATE  
STATE OF IDAHO

April 21, 2009

**VIA OVERNIGHT COURIER**

Idaho Secretary of State  
Business Entity Division  
450 North 4<sup>th</sup> Street  
Boise, ID 83720

RE: Frank Russell Company - Idaho File Number C 167962  
Officer Change Notification

Ladies and Gentlemen:

Frank Russell Company, a Foreign Corporation registered to do business in the State of Idaho, appointed Mr. Andrew Doman as its President and Chief Executive Officer effective February 2, 2009. Mr. Doman succeeds John E. Schlifske.

If you have any questions, please contact Emily Davis at 253-439-1835.

Frank Russell Company

By: 

Name: Gregory J. Lyons  
Title: Assistant Secretary

C167962  
Chg officers