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Articles of Incorporation
of
North Texas Compensation Association, Inc

FILED
In the Office of the
Secretary of State of Texas

OCT 11 2000

Corporations Section

ARTICLE I

The name of the corporation is North Texas Compensation Association Inc

ARTICLE II

The corporation is a non profit corporation

ARTICLE III

The period of its duration is perpetual

ARTICLE IV

The purposes of the corporation are exclusively charitable and will be accomplished through the following

- A North Texas Compensation Association Inc will promote the total compensation field and the professional interests of those engaged in its practice throughout the North Texas area by
 - 1 Providing a high quality cost effective source for professional development information and compensation opportunities to those interested in compensation in the North Texas area
 - 2 Creating a professional environment to encourage the exchange of information among members
 - 3 Selecting appropriate guest speakers to inform members of compensation trends new developments and laws
 - 4 Enhancing and promoting the compensation profession through the participation of members in seminars workshops and symposiums
- B No part of the net earnings of the corporation shall inure to the benefit

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limiting in any way the general powers of this corporation or their exercise and enjoyment as they are expressly or implicitly granted by the laws of the State of Texas to do anything reasonable and lawfully necessary proper or convenient for the achievement of the stated purposes

ARTICLE V

The corporation is to have no members and is a non stock corporation

ARTICLE VI

The internal affairs of the corporation shall be regulated by a set of Bylaws not inconsistent with the laws of this state

ARTICLE VII

The corporation shall and hereby does indemnify except as otherwise provided by law any and all officers directors employees and volunteers from liability arising from their work performed or services rendered within the scope of the work of the corporation as defined in these Articles

ARTICLE VIII

The street address of the initial registered office of the corporation is 8344 East R L Thornton Freeway Suite 315 Dallas Texas 75228 and the name of its initial registered agent at such address is D Park Smith

ARTICLE IX

The number of directors constituting the initial Board of Directors of the corporation is three (3) and the names and addresses of the persons who are to serve as the initial Directors are

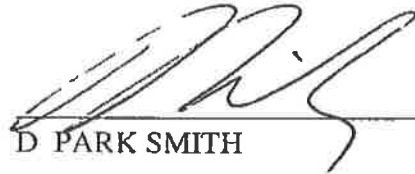
Susan Amison	1113 Canterbury Ct	Dallas TX 75208
Donis Blesh	6123 Bundera Ave Unit C	Dallas TX 75225
Gloria Mannino	4921 Harvest Hill	Dallas TX 75244

ARTICLE X

The name and street address of the incorporator is

D Park Smith 8344 East R L Thornton Freeway Suite 315 Dallas Texas 75228

IN WITNESS WHEREOF I hereunto set my hand on this 10th day of October 2000


D PARK SMITH

STATE OF TEXAS §

COUNTY OF DALLAS §

Before me the undersigned authority on this day personally appeared D Park Smith who being by me first duly sworn declared that he is the person whose name is subscribed to the above and foregoing Articles of Incorporation of North Texas Compensation Association Inc is incorporator and that the statements and allegations therein contained are true

In witness whereof I have hereunto set my hand and seal of office this 10th day of October 2000


Notary Public in and for Dallas County Texas

