

Commonwealth of Kentucky  
Trey Grayson  
Secretary of State

Certificate of Revocation

**GARY STEPHENS**  
**78 W. VERNON LANE**  
**FT. THOMAS, KY 41075**

I, Trey Grayson, Secretary of State of the Commonwealth of Kentucky, do hereby certify that according to the records in the Office of the Secretary of State,

**INNOVATIVE EMPLOYER SOLUTIONS, INC.**

did not file its 2005 annual report within sixty days after it was due. Accordingly, the Secretary of State revoked the corporation's authority to transact business in Kentucky on November 1st, 2005.



IN WITNESS THEREOF, I have  
hereunto set my hand and affixed my  
official seal this 1st day of  
November, 2005.

  
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Trey Grayson  
Secretary of State