

# Commonwealth of Virginia



## STATE CORPORATION COMMISSION

*Richmond, June 1, 1999*

*This is to Certify that the certificate of incorporation of*

### TOBACCO INDUSTRY LABOR/MANAGEMENT COMMITTEE

*was this day issued and admitted to record in this office and that the said corporation is authorized to transact its business subject to all Virginia laws applicable to the corporation and its business. Effective date: June 1, 1999*



*State Corporation Commission*

*Attest:*

*Joel H. Beck*

*Clerk of the Commission*

CIS20423

\*\* TOTAL PAGE.03 \*\*