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Larry C. Hinson
P.O. Box 1316
Macclenny, Florida 32063

Division of Corporations
P.O. Box 6327
Tallahassee, Florida 32314

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-10/23/96--01037--001
*****70.00 *****70.00

RE: SPECIALTY LABOR, INC.

Dear Sir:

I am sending you herewith the original and one copy of the Articles of Incorporation for SPECIALTY LABOR, INC., a Florida corporation, with the Resident Agent's appointment included.

A check in the amount of \$70.00 to cover the filing fee is enclosed.

I would appreciate your issuing the Charter for this corporation at your earliest convenience, and returning it to me at the above address.

Very truly yours,

Larry C. Hinson
Larry C. Hinson

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DIVISION OF CORPORATIONS
96 OCT 23 AM 9:50

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ARTICLES OF INCORPORATION
OF
SPECIALTY LABOR, INC.

FILED
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The undersigned, being of the age of eighteen years or more, does hereby make and acknowledge the Articles of Incorporation for the purpose of forming a business corporation under and by virtue of the laws of the State of Florida in accordance with the Florida General Corporation Act.

ARTICLE I

The name of the corporation is SPECIALTY LABOR, INC.

ARTICLE II

The period of duration of the corporation shall be perpetual.

ARTICLE III

The purpose for which the corporation is organized is to engage in any lawful act or activity for which corporations may be organized under the Florida General Corporation Act.

ARTICLE IV

The corporation shall have authority to issue seven thousand five hundred (7,500) shares of common stock having a par value of One Dollar (\$1.00) per share.

ARTICLE V

Every shareholder shall have a pre-emptive right to acquire pro-rata additional shares when issued or authorized, including treasury shares.

ARTICLE VI

The address of the initial registered office of the corporation in the State of Florida is 782 Ray Phillips Road, Macclenny, Baker County, Florida 32063; and the name of its initial registered agent at such address is MICHELE R. SMITH. The principal office of the corporation and the office of the Registered Agent are both located at 782 Ray Phillips Road, Macclenny, Baker County, Florida 32063.

ARTICLE VII

The number of Directors constituting the initial Board of Directors shall be Two (2). The number of Directors may be increased or diminished from time to time in accordance with the By-Laws adopted by its shareholders, but the number of Directors shall never be less than One (1). The name and address of the person who is to serve as Director until the first meeting of its shareholders, or until his successor be elected and qualifies, is:

<u>Name</u>	<u>Address</u>
Larry C. Hinson	Star Route 1, Box 201AA Crescent City, Florida 32112

ARTICLE VIII

The stock of this corporation may be issued pursuant to a plan as contemplated by Section 1244 of the Internal Revenue Code of 1954, and its various amendments; and the directors, officers and shareholders of the corporation are authorized to adopt such a plan.

ARTICLE IX

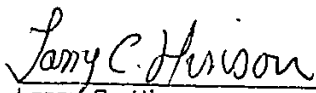
This corporation reserves the right to amend, alter, change or repeal any provisions contained in these Articles of Incorporation, or any amendment to them, and any right conferred upon the shareholders is subject to this reservation.

ARTICLE X

The name and address of the incorporator are:

<u>Name</u>	<u>Address</u>
Larry C. Hinson	Star Route 1, Box 201AA Crescent City, Florida 32112

IN TESTIMONY WHEREOF, I have hereunto set my hand and seal,
this 16th day of October, 1996.


Larry C. Hinson _____ (SEAL)

STATE OF FLORIDA

COUNTY OF BAKER

I, Cynthia Gail Davis, a Notary Public in
and for the aforementioned County and State, do hereby certify that
LARRY C. HINSON personally appeared before me this day and acknowledged
the due execution of the foregoing Articles of Incorporation.

IN TESTIMONY WHEREOF, I have hereunto set my hand and affixed
my notarial seal this 16th day of October, 1996.

Cynthia Gail Davis
Notary Public

My commission expires:



CYNTHIA GAIL DAVIS
My Commission CC547810
Expires Apr. 28, 2000

CERTIFICATE DESIGNATING PLACE OF BUSINESS OR DOMICILE FOR THE SERVICE OF
PROCESS WITHIN FLORIDA, NAMING AGENT UPON WHOM PROCESS MAY BE SERVED

In compliance with Section 48.091, Florida Statutes, the
following is submitted:

First, that SPECIALTY LABOR, INC., desiring to organize or
qualify under the laws of the State of Florida, with its principal place
of business located at 782 Ray Phillips Road, Macclenny, Baker County,
Florida 32063, has named MICHELE R. SMITH, located at 732 Ray Phillips
Road, Macclenny, Baker County, Florida 32063, as its agent to accept
service of process within Florida.

Larry C. Hinson
Larry C. Hinson, President

10/16/96
Date

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Having been named to accept service of process for the above
state corporation, at the place designated in this certificate, I hereby
agree to act in this capacity, and I further agree to complete performance
of my duties.

Michele R. Smith
Michele R. Smith

10/16/96
Date