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CR2E031 (1-89)

APPLICATION BY FOREIGN CORPORATION FOR AUTHORIZATION TRANSACT BUSINESS IN FLORIDA

IN COMPLIANCE WITH SECTION 607.1503, FLORIDA STATUTES, THE FOLLOWING IS SUBMITTED TO REGISTER A FOREIGN CORPORATION TO TRANSACT BUSINESS IN THE STATE OF FLORIDA:

2. Delaware (State or country under the law of which it is incorporated)	3. 94-3254410 (FEI number, if applicable)		
November 6, 1996 5. Perpetual (Date of incorporation) (Duration: Year corp	o, will cease to exist or "perpetual")		
(Date first transacted business in Florida. (See sections 607.1501, 607.1502	, and 817.158, F.S.))		
. 100 Redwood Shores Parkway. Redwood City. California 9	24065 AEE 8		
(Current mailing address)	DEC 30		
(Purpose(s) of corporation authorized in home state or country to be carried Florida)	out in the state of STA		
Name and street address of Florida registered agent:	ND.		
Name: c. T Corporation System			
C/o C T Corporation System, 1200 South 1	Pine		
Plantation , Florida, 33324 (Zip Code)			
(Zip Code) 10. Registered agent acceptance: Having been named as registered agent and to accept service of process for the designated in this application. I hereby accept the appointment as registered a further agree to comply with the provisions of all statutes relative to the proper and I am familiar with and accept the obligation of my position as registered at Corporation. System	gent and agree to act in this capacity. It is and complete performance of my duties		

(Type Name and Title of Officer)

(FL - 2189 - 11/16/94)

- 11. Attached is a milificate of existence duly authenticated, not more than 90 days prior to delivery of this application to the Department of State, by the Secretary of State or other official having custody of corporate records in the jurisdiction under the law of which it is incorporated.
- 12. Names and addresses of officers and/or directors:

A.	DIRECTORS		,
	Chairman:		
	Vice Chairman	n:	
	Director: Dabbi	ie Pond-Heide	
	Address: 100 p	Redwood Shores Parkway	
	Address:		96
В.	OFFICERS	Allas	96 DEC 30
	President: Debb	ASSEE, OF Pond-Heide	30 PH 1:
	Address: 100	Redwood Shores Parkway 222	1:03
	•		
	Address:		
÷	Secretary:	ie Pand-Reide	
		Redwood Shores Parkway	

Treasurer: Debbie Pond-Heide	
Address: 100 Redwood Shores Parkway	
Redwood City, California 94065	
NOTE: If necessary, you may attach an addendum to the application listing additional and/or directors.	officer
13. (Signature of Chairman, Vice Chairman, or any officer listed in number 12 of the application)	····
14. <u>Pebbia Pond-Haida. President</u> (Typed or printed name and capacity of person signing application)	

SECRETARY OF STATE
TALLAHASSEE, FLORIDA

Office of the Secretary of State

I, EDWARD J. FREEL, SECRETARY OF STATE OF THE STATE OF DELAWARE, DO HEREBY CERTIFY "ADECCO EMPLOYMENT SERVICES, INC."

IS DULY INCORPORATED UNDER THE LAWS OF THE STATE OF DELAWARE AND IS IN GOOD STANDING AND HAS A LEGAL CORPORATE EXISTENCE SO FAR AS THE RECORDS OF THIS OFFICE SHOW, AS OF THE TWENTIETH DAY OF DECEMBER, A.D. 1996.

AND I DO HEREBY FURTHER CERTIFY THAT THE SAID "ADECCO EMPLOYMENT SERVICES, INC." WAS INCORPORATED ON THE SIXTH DAY OF NOVEMBER, A.D. 1996.

AND I DO HEREBY FURTHER CERTIFY THAT THE FRANCHISE TAXES HAVE NOT BEEN ASSESSED TO DATE.

SECULIARY OF STAILS



Edward J. Freel, Secretary of State

AUTHENTICATION:

DATE:

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12-20-96