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CORPORATE ACCESS, INC.

236 East 6th Avenue . Tallahassee, Florida 32303

P.O. Box 37066 (32315-7066) ~ (850) 222-2666 or (800) 969-1666 . Fax (850) 222-1666

WALK IN

PICK UP 8/22/00

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FILING

4I, LLC 00789-00623-00671 W-20617

1.) (CORPORATE NAME & DOCUMENT #)

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2.) (CORPORATE NAME & DOCUMENT #)

3.) (CORPORATE NAME & DOCUMENT #)

4.) (CORPORATE NAME & DOCUMENT #)

5.) (CORPORATE NAME & DOCUMENT #)

SPECIAL INSTRUCTIONS

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FLORIDA DEPARTMENT OF STATE
Katherine Harris
Secretary of State

August 22, 2000

CORPORATE ACCESS, INC.

SUBJECT: 4I, LLC
Ref. Number: W00000020617

Corrected
8/22/00

We have received your document for 4I, LLC and your check(s) totaling \$155.00. However, the enclosed document has not been filed and is being returned for the following correction(s):

Section 608.407, Florida Statutes, requires the document(s) to be signed by a member or by the authorized representative of a member.

Please return your document, along with a copy of this letter, within 60 days or your filing will be considered abandoned.

If you have any questions concerning the filing of your document, please call (850) 487-6967.

Michelle Hodges
Document Specialist

Letter Number: 200A00044959

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DIVISION OF CORPORATION

ARTICLES OF ORGANIZATION

OF

4I, LLC

ARTICLE I.

Name

The name of this limited liability company is **4I, LLC**.

ARTICLE II.

Existence

This limited liability company shall exist for a period of fifty (50) years measured from the date of filing these Articles of Organization with the Florida Secretary of State.

ARTICLE III.

Purpose

This limited liability company is created both for any lawful purpose (except that special statutes for the regulation and control of specific types of businesses shall control when in conflict herewith) and for the purpose of investing in the employer leasing business and such other related and unrelated businesses as may be agreed on by its members.

ARTICLE IV.

Registered Agent and Address

The mailing and street address of the principal office of the limited liability company shall be 222 Second Street North, St. Petersburg, Florida 33701. The name and address the initial registered agent of the limited liability company shall be Ian F. Irwin, 222 Second Street North, St. Petersburg, Florida 33701.

ARTICLE V.

Initial Members

The initial members of the limited liability company shall have the right to admit additional members upon the following terms and conditions.

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1. Said members must wish to associate themselves with the limited liability company for the business purposes stated; and

2. Said members must pay an initial capital contributions in an amount to be established by the existing members.

3. The death, retirement, resignation, expulsion, bankruptcy or dissolution of a member of this limited liability company, or the occurrence of any other event which terminates the continued membership of a member in the limited liability company shall not result in the dissolution of this limited liability company. Rather, the remaining members of the limited liability company shall have the right to continue the business of the limited liability company notwithstanding the foregoing events.

4. No person or entity can become a member of the limited liability company without the consent of all the members. If an existing member transfers his/her or its interest in the limited liability company without the unanimous consent of all members, the transfer is *void ab initio*.

ARTICLE VI. ***Management of Company***

The management of the limited liability company shall be vested in Co-Managing Members who shall be elected annually by the members in a manner prescribed by and provided for in the regulations of the limited liability company. The Co-Managing Members shall also hold the offices and shall have the responsibilities accorded to it by the members and as set out in the regulations of the limited liability company. The name and address of the initial Co-Managing Members who are to serve as Co-Managing Members until the first annual meeting of the members or until their successor is elected and qualified is Ian F. Irwin and Innes H. Irwin.

ARTICLE VII. ***Amendment of Regulations***

The power to adopt, alter, amend or repeal the regulations of this limited liability company shall be vested in the Co-Managing Members of the company. Regulations adopted by the Co-Managing Members may be repealed or altered and new regulations may be adopted by a majority vote of the members. The members may prescribe in any regulations made by them that such

regulations may not be altered, amended or repealed by the Co-Managing Members. The regulations may contain any provisions for the regulation and management of the affairs of this limited liability company not inconsistent with the law or the Articles of Organization.

ARTICLE VIII.
Withdrawal from Company

A member may withdraw from the limited liability company upon not less than a thirty (30) day prior written notice to each non-withdrawing member at his, her or its address as set forth in the records of the limited liability company that are required to be kept pursuant to Florida law.

ARTICLE IX.
Indemnification of Members

1. The limited liability company shall indemnify any individual or entity made a party to a proceeding because he, she or it was a member of the limited liability company against liability incurred in the proceedings if he, she or it conducted himself, herself or itself in good faith; he, she or it reasonably believed that his, her or its conduct was in or at least opposed to the limited liability company's best interest; and in the event of any criminal proceeding, he, she or it had no reasonable cause to belief that his, her or its conduct was unlawful.

2. The limited liability company shall pay for or reimburse the reasonable expenses incurred by any of its members who is a party to a proceeding in advance of the final disposition of the proceeding if the individual or entity furnishes the limited liability company a written affirmation of his, her or its good faith belief that it has met the standard of good conduct described herein; the individual or entity furnishes the limited liability company written undertaking executed personally or on his, her or its behalf to repay the advance if it is ultimately determined that he, she or it did not meet the standard of conduct; and a determination is made that the facts then known to those making the determination would not preclude indemnification under the law. The undertaking required by this paragraph shall be an unlimited general obligation but need not be secured and may be accepted without reference to financial ability to make repayment. The indemnification in advance of expenses authorized herein shall not be exclusive to any other rights to which any member may be entitled under any bylaw, agreement, vote of members or otherwise. The Articles

of Organization shall not be interpreted to limit in any manner the indemnification or right to advancement for expenses to an individual or entity who would otherwise be entitled thereto. These Articles of Organization shall be interpreted as mandating indemnification and advancement of expenses to the extent permitted by law. In addition to the foregoing, the limited liability company shall indemnify and save the organizers harmless in all acts taken by them as organizers of the limited liability company and shall pay all costs and expenses incurred by or imposed upon them as a result of the same including compensation based upon the usual charges for expenditures required of them in pursuit of the defense against any liability arising on account of acting as organizers or on account of enforcing the indemnification rights hereunder and the limited liability company releases them from all liability for any such act as organizers not involving willful or grossly negligent misconduct.

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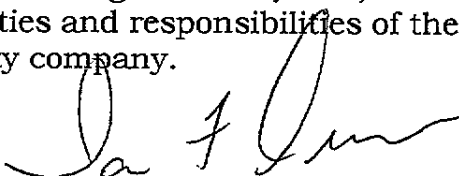
IN WITNESS WHEREOF, for the purpose of forming a limited liability company under the laws of the State of Florida, the undersigned executed these Articles of Organization on this 17th day of August, 2000.



Ian F. Irwin - MEMBER

ACCEPTANCE

Having been named as Registered Agent for **4I, LLC**, I hereby state that I am familiar with and accept the duties and responsibilities of the position of Registered Agent for this limited liability company.



Ian F. Irwin