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LIMITED LIABILITY COMPANY

JRD PEO Solutions, L.L.C.

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**ARTICLES OF ORGANIZATION**  
**OF**  
**JRD PEO SOLUTIONS, L.L.C.**

The undersigned, acting as organizer of this limited liability company pursuant to Chapter 608 of the Florida Statutes, hereby forms a limited liability company under the laws of the State of Florida and adopts the following Articles of Organization for such limited liability company:

**ARTICLE I - NAME**

The name of the limited liability company is JRD PEO Solutions, L.L.C.  
(the "Company").

**ARTICLE II - MAILING ADDRESS AND STREET ADDRESS**

The mailing address of the Company is Post Office Box 945255, Maitland, Florida 32794-5255. The street address of the principal office of the Company is 850 Concourse Parkway South, Suite 200, Maitland, Florida 32751.

**ARTICLE III - REGISTERED AGENT AND REGISTERED OFFICE**

The name of the initial registered agent of the Company is F. David McKinney. The street address of the initial registered agent of the Company in the State of Florida is 850 Concourse Parkway South, Suite 200, Maitland, Florida 32751.

**ARTICLE IV - MANAGEMENT**

The Company is to be a manager-managed company.

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IN WITNESS WHEREOF, the undersigned member has made and subscribed  
these Articles of Organization this 28<sup>th</sup> day of August, 2000.

JRD PIO SOLUTIONS, INC., Member

By:

  
F. David McKinney, President

STATEMENT OF ACCEPTANCE OF REGISTERED AGENT

Having been named as registered agent to accept service of process for the above referenced limited liability company, at the place designated in the foregoing Articles of Organization, I hereby accept such appointment and agree to act in such capacity. I further agree to comply with the provisions of all statutes relevant to the proper and complete performance of the duties of a registered agent, and I am familiar with, and accept the duties and obligations of, Section 608.415 of the Florida Statutes.

  
F. David McKinney

Date: August 28<sup>th</sup>, 2000

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