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To:

Division of Corporations  
Fax Number : (850) 205-0383

From:

Account Name : BRETT HENDEE, P.A.  
Account Number : J19980000066  
Phone : (813) 258-1177  
Fax Number : (813) 259-1106

**FLORIDA/FOREIGN LIMITED LIABILITY CO.**

**Sykes Industrial Solutions Charlotte One, LLC**

|                       |          |
|-----------------------|----------|
| Certificate of Status | 0        |
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**ARTICLES  
OF ORGANIZATION OF  
SYKES INDUSTRIAL SOLUTIONS CHARLOTTE ONE, LLC**

**ARTICLE I-Name**

The name of the limited liability company shall be Sykes Industrial Solutions Charlotte One, LLC.

**ARTICLE II-Address**

The street address of the principal office of the limited liability company is: 901 South Newport Avenue, Tampa, Florida 33606. The mailing address of the principal office of the limited liability company is: Post Office Box 739, Tampa, FL 33601-0739.

**ARTICLE III-Registered Agent**

The name and the Florida street address for the registered agent of the limited liability company is: Brett Hendee, Esquire, c/o Brett Hendee, P.A., 1700 South MacDill Avenue, STE 200, Tampa, FL 33629.

IN WITNESS WHEREOF, I have signed these Articles of Organization and acknowledged them to be my act this 25<sup>TH</sup> day of January, 2007.



\_\_\_\_\_  
Signature of a member or an authorized representative of a member

(In accordance with Section 608.408(3), Florida Statutes, the execution of this affidavit constitutes an affirmation under the penalties of perjury that the facts stated herein are true.)

Brett Hendee

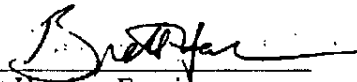
Typed or printed name of signee

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ACCEPTANCE OF DESIGNATION

Having been named as registered agent and to accept service of process for the above stated limited liability company at the place designated in this certificate, the undersigned hereby accepts the appointment as registered agent and agrees to act in this capacity. The undersigned further agrees to comply with the provisions of all statutes relating to the proper and complete performance of the duties, and the undersigned is familiar with and accepts the obligations of the position as registered agent as provided for in Chapter 608, Florida Statutes.

  
Brett Hendee, Esquire  
Brett Hendee, P.A.  
1700 S. MacDill Avenue, STE 200  
Tampa, Florida 33629

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