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Florida Department of State  
Division of Corporations  
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From:  
Account Name : CORPORATION SERVICE COMPANY  
Account Number : I20000000195  
Phone : (850) 521-1000  
Fax Number : (850) 558-1575

*Cauna x2951*

**FLORIDA/FOREIGN LIMITED LIABILITY CO.**

**GLOBAL HR RESARCH SE, LLC**

Certificate of Status	0
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**J. BRYAN**

FEB 10 2009

**EXAMINER**

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SECRETARY OF STATE  
TALLAHASSEE, FLORIDA

Florida Department of State  
Division of Corporations  
P.O. Box 6377  
Tallahassee, FL 32314

Attention: Registration Department

Re: Consent to Use of Name

Dear Sir or Madam:

Enclosed for your information are the Articles of Organization of Global HR Research, SP, LLC, which are proposed to be filed with the Division of Corporations of the Florida Department of State.

Please be advised that the owners of Global HR Research, LLC, including Florida limited liability company, also own and operate Global HR Research, SP, LLC and that Global HR Research, LLC hereby consents to (1) the use of the name "Global HR Research/SP, LLC" and (2) the organization of a Florida limited liability company pursuant to the enclosed Articles of Organization.

Very truly yours,

GLOBAL HR RESEARCH, LLC

  
Albert J. Shandley, Manager

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**ARTICLES OF ORGANIZATION**  
**OF**  
**GLOBAL HR RESEARCH SE, LLC**

The undersigned, acting as the organizer of **GLOBAL HR RESEARCH SE, LLC** (the "Company") under the Florida Limited Liability Company Act, Chapter 608, Fla. Stat., adopts the following Articles of Organization:

**ARTICLE I**  
**Name:**

The name of the limited liability company is **GLOBAL HR RESEARCH SE, LLC**.

**ARTICLE II**  
**Address:**

The mailing address and street address of the principal office of the Company is 781 Crandon Boulevard, Suite 801, Key Biscayne, FL 33149.

**ARTICLE III**  
**Initial Registered Agent and Office:**

The name and the Florida street address of the registered agent is:

**PAUL A. LESTER, ESQ.**  
9400 South Dadeland Blvd.  
Suite 600  
Miami, Florida 33156

*Having been named as registered agent and to accept service of process for the above stated limited liability company at the place designed in this certificate, I hereby accept the appointment as registered agent and agree to act in this capacity. I further agree to comply with the provisions of all statutes relating to the proper and complete performance of my duties, and I am familiar with and accept the obligations of my position as registered agent as provided for in Chapter 608, F.S.*

By: \_\_\_\_\_

Paul A. Lester

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**ARTICLE IV  
Management:**

The Company shall be managed by one or more Managers.

*IN WITNESS WHEREOF*, the undersigned Authorized Representative of a Member of the Company has executed these Articles of Organization as of this 9th day of February, 2009.

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

By: 

Paul A. Lester, Authorized Representative

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