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To: Division of Corporations
Fax Number : (850) 617-6343

From: Account Name : BRETT HENDEE, P.A.
Account Number : 119980000066
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FLORIDA/FOREIGN LIMITED LIABILITY CO.

SYKES INDUSTRIAL SOLUTIONS-FORT MILL, LLC

Certificate of Status	0
Certified Copy	0
Page Count	03
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**ARTICLES
OF ORGANIZATION OF
SYKES INDUSTRIAL SOLUTIONS-FORT MILL, LLC**

ARTICLE I-Name

The name of the limited liability company shall be Sykes Industrial Solutions-Fort Mill, LLC.

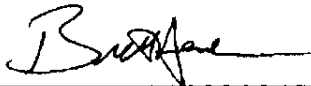
ARTICLE II-Address

The street address of the principal office of the limited liability company is: 400 North Ashley Drive, Suite 1400, Tampa, Florida 33602. 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 3rd day of March, 2009.



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 signer

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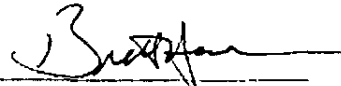
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ACCEPTANCE OF DESIGNATION

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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