

**Electronic Articles of Organization
For
Florida Limited Liability Company**

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Sec. Of State
ncausseaux

Article I

The name of the Limited Liability Company is:

SYKES FLOORING L.L.C.

Article II

The street address of the principal office of the Limited Liability Company is:

1612 AIRPORT ROAD
A
PANMACITY, FL. 32405

The mailing address of the Limited Liability Company is:

1612 AIRPORT ROAD
A
PANMACITY, FL. 32405

Article III

The purpose for which this Limited Liability Company is organized is:

ANY AND ALL LAWFUL BUSINESS.

Article IV

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

CLAUDE R SYKES 4 TH.
1612 AIRPORT RD.
A
PANAMACITY, FL. 32405

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, 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.

Registered Agent Signature: CLAUDE R. SYKES

Article V

The effective date for this Limited Liability Company shall be:

11/25/2009

Signature of member or an authorized representative of a member

Signature: CLAUDE R. SYKES 4TH.