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1 2	FILING LLC
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PECIA	L INSTRUCTIONS:

ARTICLES OF ORGANIZATION OF SYBAC HOLDINGS, LLC

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SECRITARY OF STATE
TALLAHASSEE FLORIO

The undersigned, for the purpose of forming a limited liability company under the Florida Limited Liability Act, F.S. Chapter 608, hereby makes, acknowledges and files the following Articles of Organization.

ARTICLE I - NAME

The name of the limited liability company (the "Company") shall be SYBAC HOLDINGS, LLC.

ARTICLE II - DURATION

The limited liability company shall have perpetual duration.

ARTICLE III - PRINCIPAL PLACE OF BUSINESS AND ADDRESS

The principal place of business and the address of the Company in Florida shall be 4759 Drane Field Road, Lakeland, Florida 33811, Lakeland, Florida 33811, and its mailing address is the same.

ARTICLE IV - PURPOSES AND POWERS

The general purpose for which the Company is organized is to transact any lawful business for which a limited liability company may be organized under the laws of the State of Florida in connection therewith. The Company shall have all the powers granted to a limited liability company under the laws of the State of Florida.

<u>ARTICLE V - REGISTERED OFFICE AND REGISTERED AGENT</u>

The name and street address of the registered agent of the Company in the State of Florida is Benjamin W. Hardin, Jr., 1905 Bartow Road, Lakeland, Florida 33801.

ARTICLE VI - MANAGEMENT

The Company shall be managed by a manager (the "Manager") and the names of the initial Managers are Artur W. Madej, Ulrich F. Falz and Markus Falz. The signature of a Manager of the Company signing on behalf of the Company may be relied on as sufficient

evidence of action of the Company and that such action has been authorized by the consent of the Members as provided in the Operating Agreement.

ARTICLE VII - OPERATING AGREEMENT

The members of the Company shall hereafter adopt an Operating Agreement setting forth all the terms, provisions, conditions, and covenants by which the Company will be governed. The power to adopt, alter, amend or repeal the Operating Agreement shall be vested in the Members of the Company by unanimous written consent.

IN WITNESS WHEREOF, the undersigned, hereby executes these articles of organization this 14th day of December, 2012.

Benjamin W. Hardin, Jr.

STATE OF FLORIDA COUNTY OF POLK

Before me, the undersigned authority, an officer duly authorized to administer oaths and take acknowledgements, personally appeared Benjamin W. Hardin, Jr., who [X] is personally known to me or who has produced ______ as identification.

Witness my hand and official seal this 14th day of December, 2012.

RACHEL L. GOLDIZEN
MY COMMUSSION 4 EE 047273
EXPIRES: January 21, 2015
Bonded Thru Notery Public Underwritera

State of Florida at Large
My Commission Number is:

ACCEPTANCE

Having been named to accept service of process for SYBAC HOLDINGS, LLC at the place designated as state in these Articles of Organization, I hereby agree to act in this capacity, and I further agree to comply with the provisions of all statutes relative to the proper and complete performance of my duties, and I am familiar with and accept the duties and obligations of Chapter 608, Florida Limited Liability Company Act.

DATED this 14th day of December, 2012.

Benjamin W. Hardin, Jr.,

Registered Agent