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February 3, 2015

MICHAEL DE BIASE 225 NE MIZNER BLVD SUITE 510 BOCA RATON, FL 33432

SUBJECT: IMPACT STAFF LEASING, LLC

Ref. Number: W15000007743

We have received your document for IMPACT STAFF LEASING, LLC and your check(s) totaling \$150.00. However, the enclosed document has not been filed and is being returned for the following correction(s):

As a condition of a conversion, pursuant to s.605.0212(9) & s.605.0212(10), Florida Statutes, the entity must be active and current in filing its annual reports with the Department of State through December 31 of the calendar year in which the conversion is submitted for filing.

The effective date must be specific and cannot be prior to the date of filing.

Please return the corrected original and one copy of your document, along with a copy of this letter, within 60 days or your filing will be considered abandoned.

If you have any questions concerning the filing of your document, please call (850) 245-6051.

Letter Number: 215A00002177

Justin M Shivers Regulatory Specialist II Registration/Qualification Section

www.sunbiz.org

COVER LETTER

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Tallahassee, FL 32301

TO: Registration Section

Certificate of Conversion For "Other Business Entity" Into Florida Limited Liability Company

This Certificate of Conversion and attached Articles of Organization are submitted to convert the following "Other Business Entity" into Florida Limited Liability Company in accordance with s.605.1045, Florida Statutes.

- 1. The name of the "Other Business Entity" immediately prior to the filing of this Certificate of Conversion is: Impact Staff Leasing, Inc.
- 2. The "Other Business Entity" is a Florida corporation, first organized, formed or incorporated under the laws of the State of Florida on July 2, 2010.
- 3. The name of the Florida Limited Liability Company as set forth in the attached Articles of Organization is Impact Staff Leasing, LLC.
- 4. This conversion shall be effective as of the date of filing
- 5. The plan of conversion has been approved in accordance with ss. 605.1041-605.1046.

Signed this 19th day of January, 2015.

Signature of Authorized Representative of Limited Liability Company:

Impact Staff Leasing, LLC

By:

me: Michael De Biase

Title: Authorized Representative/Attorney

Signature of Authorized Representative of Other Business Entity:

Impact Staff Leasing Inc. -

Name: Michael De Biase

Title: Authorized Representative/Attorney

ARTICLES OF ORGANIZATION FOR FLORIDA LIMITED LIABILITY COMPANY

IMPACT STAFF LEASING, LLC

ARTICLE I

The name of this Limited Liability Company is Impact Staff Leasing, LLC.

ARTICLE II

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

Principal Office Address:

Mailing Address:

1315 W. Indiantown Rd. Second Floor Jupiter, Florida 33458 1315 W. Indiantown Rd. Second Floor Jupiter, Florida 33458

ARTICLE III

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

Tobin & Reyes, P.A. c/o David Tobin 225 N.E. Mizner Blvd. Suite 510 Boca Raton, Florida 33432

ARTICLE IV

The name and address of the manager of the Limited Liability Company is

Mark Knaier
1315 W. Indiantown Rd.
Second Floor
Jupiter, Florida 33458

ARTICLE V

These Articles of Organization are effective as of the date of filing.

[Signatures on following page]

The undersigned authorized representative does make and file these Articles of Organization for Florida Limited Liability Company Impact Staff Leasing, LLC effective as of the date first set forth above.

Name: Michael De Biase

Title: Authorized Representative/Attorney

[Registered Agent Acknowledgement follows]



REGISTERED AGENT ACKNOWLEDGMENT

Having been named as registered agent and to accept service of process for Impact Staff Leasing, LLC, a Florida limited liability company, at the place designated on 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 in Chapter 605, F.S.

Dated this 19th day of January, 2015.

Tobin & Reyes, P.A.

Name: David S. Tobin

Title: President

