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FLORIDA PROFIT/NON PROFIT CORPORATION

The Adecco Group U.S. Foundation, Inc.

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**ARTICLES OF INCORPORATION
OF
THE ADECCO GROUP U.S. FOUNDATION, INC.
(A NOT-FOR-PROFIT CORPORATION)**

**ARTICLE I
NAME**

The name of this corporation is The Adecco Group U.S. Foundation, Inc. (the "*Corporation*").

**ARTICLE II
PRINCIPAL OFFICE AND MAILING ADDRESS**

The principal office and the mailing address of the Corporation are 10151 Deerwood Park Blvd., Bldg. 200, Suite 400, Jacksonville, Florida 32256.

**ARTICLE III
PURPOSES**

The Corporation is organized and shall be operated exclusively as a corporation not-for-profit and for any lawful purposes, as provided under Section 617.0301, Florida Statutes.

**ARTICLE IV
POWERS**

The Corporation shall have the general power to do all lawful acts, as conferred upon corporations not-for-profit by Section 617.0302, Florida Statutes, including all those things necessary or expedient to carry out the purposes and responsibilities of the Corporation.

Notwithstanding the generality of the foregoing, the powers of the Corporation shall be subject to the following limitations and restrictions:

(a) No part of the income, profit or assets of the Corporation shall inure to the benefit of, or be distributable to, directly or indirectly, its directors, officers, or other private persons; provided however, that the Corporation shall be authorized and empowered to pay reasonable compensation for services rendered and to make payments in furtherance of the purposes set forth in Article III of these Articles of Incorporation; and

(b) No substantial part of the activities of the Corporation shall be the carrying on of propaganda, or otherwise attempting to influence legislation, and the Corporation shall not participate in, or intervene in (including the publishing or distribution of statements) any political campaign on behalf of any candidate for public office.

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**ARTICLE V
MEMBERS**

This Corporation shall have no members.

**ARTICLE VI
BOARD OF DIRECTORS**

(a) All corporate powers shall be exercised under the authority of, and the affairs of the Corporation shall be managed under the direction of the Board of Directors, except as otherwise provided by law or in these Articles of Incorporation or the Bylaws of the Corporation.

(b) The Corporation shall have three (3) directors as of the filing of these Articles of Incorporation. The number of directors may be increased or decreased from time to time according to the Bylaws, but shall never be less than three (3) or more than ten (10).

(c) The Board of Directors shall have the power to elect additional or successor directors and shall have the power to remove any existing director as provided in the Bylaws.

(d) The names and addresses of the initial members of the Board of Directors are as follows:

NAME	ADDRESS
Federico Vivone	10151 Deerwood Park Blvd. Bldg. 200, Suite 400 Jacksonville, Florida 32256
Marcello Pozzoni	10151 Deerwood Park Blvd. Bldg. 200, Suite 400 Jacksonville, Florida 32256
Tyra Tutor	10151 Deerwood Park Blvd. Bldg. 200, Suite 400 Jacksonville, Florida 32256

**ARTICLE VII
OFFICERS**

(a) The officers of the Corporation shall be a President, a Treasurer and a Secretary, and such other officers as may be provided by the Bylaws.

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(b) The officers shall be elected by a majority vote of the members of the Board of Directors at their annual meeting or at such other times as provided in the Bylaws.

(c) The names of the initial officers of the Corporation are as follows:

Joyce Russell	President
Gerald Robinson	Vice President of Tax
Steven Rudd	Treasurer
Gregory Holland	Secretary and General Counsel

ARTICLE VIII INITIAL REGISTERED OFFICE AND AGENT

The street address of the initial registered office of the Corporation is 1200 South Pine Island Road, Plantation, Florida 33324; the name of the initial registered agent of the Corporation at that address is CT Corporation System.

ARTICLE IX INCORPORATOR

The name and address of the subscriber to these Articles of Incorporation is Gregory Holland, 10151 Deerwood Park Blvd., Bldg. 200, Suite 400, Jacksonville, Florida 32256.

ARTICLE X DURATION AND COMMENCEMENT

The Corporation shall exist perpetually. Corporate existence shall commence on the date these Articles of Incorporation are executed, except that if they are not filed by the Department of State of the State of Florida within five (5) business days thereafter, corporate existence shall commence upon filing by the Department of State.

ARTICLE XI BYLAWS

(a) The Board of Directors, by majority vote, may provide such Bylaws for the conduct of the business of the Corporation and the carrying out of its purposes as they may deem necessary from time to time, including, but not limited to, provisions for the quorum and voting requirements for meetings and activities of the Board of Directors; provided, however, that such Bylaws shall not conflict with any of the provisions of these Articles of Incorporation.

(b) Upon proper notice, the Bylaws may be amended, altered or rescinded by the majority vote of members of the Board of Directors at any regular meeting, or any special meeting for such purpose.

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**ARTICLE XII
AMENDMENTS**

Upon proper notice, these Articles of Incorporation may be amended, altered, changed or repealed by majority vote of the members of the Board of Directors. All power and authority conferred hereby upon officers and the Board of Directors of the Corporation are granted subject to the further amendment of these Articles of Incorporation.

**ARTICLE XIII
CORPORATE LIQUIDATION AND DISSOLUTION**

No person, firm or corporation shall ever receive any dividends or profits from the undertaking of the Corporation, and upon dissolution, the assets of the Corporation, after all debts and liabilities are paid, shall be distributed:

(a) to one or more organizations qualified under Section 501(c)(3) of the Code, or the corresponding provision of any future United States Internal Revenue Law;

(b) to the federal government or a state or local government, for public purposes consistent with Section 501(c)(3) of the Code, or the corresponding provision of any future United States Internal Revenue Law, and in accordance with the laws of the State of Florida; or

(c) upon order of a court of competent jurisdiction, to another organization to be used in such manner as in the judgment of the court will best serve the charitable needs of the County in which the principal office of the Corporation is located.

**ARTICLE XIV
INDEMNIFICATION**

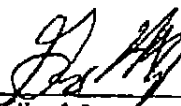
The Corporation shall indemnify officers, directors, employees and agents to the full extent permitted by the Florida Not-For-Profit Corporation Act; provided, however that no such indemnification shall be permitted if such indemnification would violate the purposes of the Corporation as specified in Article III of these Articles of Incorporation.

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IN WITNESS WHEREOF, I, the undersigned Incorporator, have made, signed and hereby acknowledge these Articles of Incorporation this 12th day of September, 2018, for the purpose of incorporating as a corporation not-for-profit under the laws of the State of Florida.



Gregory Holland, Incorporator

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**CERTIFICATE DESIGNATING PLACE OF BUSINESS
FOR THE SERVICE OF PROCESS WITHIN THIS STATE
NAMING AGENT UPON WHOM PROCESS MAY BE SERVED**

Pursuant to Chapter 48.091, Florida Statutes, the following is submitted, in compliance with the Act:

That The Adecco Group U.S. Foundation, Inc., desiring to incorporate under the laws of the State of Florida with its principal office at the location indicated in the Certificate of Incorporation, in Duval County, Florida, has named CT Corporation System, located at 1200 South Pine Island Road, Plantation, Florida 33324, as its agent to accept service of process within this State.

ACKNOWLEDGMENT BY REGISTERED AGENT:

Having been named to accept service of process for the Corporation at the place designated in this Certificate, I hereby accept to act in this capacity and agree to comply with the provision of the Act relative to keeping open such office.

CT Corporation System,
as Registered Agent

Date: September 10, 2018

By: 
Donna Peterson-Riggs, as Assistant
Secretary

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