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ATTORNEY AT LAW
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Florida Department of State
Division of Corporations
Department of State
P.O. box 6327
Tallahassee, FL 32301

Subject: INNOVATIVE TRAINING TEAM, INC.


Gentlemen:

Enclosed you will find the following:

- (1) Articles of Incorporation
- (2) Copy of Articles; and
- (3) Check in the amount of \$122.50 to cover fees.

Please file the Articles of Incorporation, and return a certified copy of the Articles to our office.

Sincerely,


Mary M. Callaway
MMC/th

Enclosures

FILED
00 FEB - 8 PM 4: 09
SECRETARY OF STATE
TALLAHASSEE, FLORIDA

~~200-4020~~
T BROWN FEB 15 2000

ARTICLES OF INCORPORATION
OF

INNOVATIVE TRAINING TEAM, INC.

FILED
00 FEB -8 PM 4:09
SECRETARY OF STATE
TALLAHASSEE, FLORIDA

ARTICLE ONE
NAME

The name of this corporation is INNOVATIVE TRAINING TEAM, INC.

ARTICLE TWO
DURATION

This corporation shall exist in perpetuity.

ARTICLE THREE
PURPOSE

This corporation is organized for the following purposes:

To engage in team training by contract to create and provide educational materials and to engage in intensive team seminar presentations and workshops.

To engage in interstate commerce insofar as may be necessary to carry out all of the purposes of the business and to conduct business in foreign states consistent with this charter.

To purchase, hold, sell and reissue the share of its own capital stock, and should it become necessary to make an equitable division of the stock of this corporation among those who are now or may thereafter be entitled to such stock, or any part thereof, such stock may be reissued in fractional shares.

To transact any and all lawful business.

ARTICLE FOUR
CAPITAL STOCK

This corporation is authorized to issue twenty thousand (20,000) shares of one dollar (\$1.00) par value common stock.

ARTICLE FIVE
PREEMPTIVE RIGHTS

Every shareholder, upon the sale of any treasury stock or the issuance of any new stock of this corporation of the same kind, class or series as that which he already holds, shall have the right to purchase his pro rata share thereof (as nearly as may be done without issuance of fractional shares) at the price at which it is offered to others.

ARTICLE SIX
PRINCIPAL PLACE OF BUSINESS

The address of the principal place of business is:

2814 Magnolia Ave.
Pensacola, FL 32503

and the mailing address is the same.

ARTICLE SEVEN
INITIAL BOARD OF DIRECTORS

This corporation shall have three directors initially. The number of directors may be either increased or diminished from time to time by the bylaws. The names and addresses of the initial directors of this corporation are:

Clarice P. Brantley	Alice T. Grant	Jill T. White
6130 Jasmine Rd.	1260 Ainsworth Dr.	2814 Magnolia Ave.
Pensacola, FL 32504	Gulf Breeze, FL 32561	Pensacola, FL 32503

ARTICLE EIGHT

INCORPORATOR

The name and address of the person signing these Articles of Incorporation is:

Clarice P. Brantley	Alice T. Grant	Jill T. White
6130 Jasmine Rd.	1260 Ainsworth Dr.	2814 Magnolia Ave.
Pensacola, FL 32504	Gulf Breeze, FL 32516	Pensacola, FL 32503

ARTICLE NINE

BYLAWS

The power to adopt, alter, amend or repeal bylaws shall be vested in the Board of Directors and in the Shareholders.

ARTICLE TEN

RESTRICTIONS ON TRANSFER

Outstanding shares of this corporation may not be resold or otherwise transferred to another unless such shares are first offered to the remaining shareholders or to this corporation. The price and terms at which, and the time within which, such shares may be offered and sold shall be further specified by written agreement among all the shareholders and this corporation.

ARTICLE ELEVEN

CUMULATIVE VOTING AND VOTING RIGHTS

At each election for directors every shareholder entitled to vote at such an election shall have the right to accumulate his votes by giving one candidate as many votes as the number of directors to be elected at that time multiplied by the number of his shares, or by distributing such votes on the same principle among any number of such candidates.

Except as otherwise provided by law, the entire voting power for the election of directors shall be vested exclusively in the holders of the outstanding common shares.

ARTICLE TWELVE
MANAGEMENT OF THE CORPORATION

All corporate powers shall be exercised by or under the authority of, and the business and affairs of this corporation shall be managed under the direction of the Board of Directors of this corporation.

ARTICLE THIRTEEN
INDEMNIFICATION

This corporation shall indemnify any officer or director or any former officer or director, to the full extent permitted by law.

ARTICLE FOURTEEN
AMENDMENT

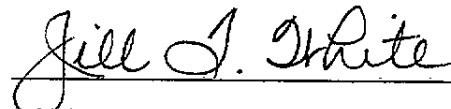
This corporation reserves the right to amend or repeal any provisions contained in these articles of incorporation, or any amendment hereto.

ARTICLE FIFTEEN
INITIAL REGISTERED AGENT

The name and address of the initial registered agent of this corporation is:

Jill T. White
2814 Magnolia Ave.
Pensacola, FL 32503

By signature below the registered agent accepts this designation, is familiar with and accepts the duties and responsibilities as registered agent for the corporation.


Jill T. White

ARTICLE SIXTEEN
MEETING BY CONFERENCE TELEPHONE

Members of the Board of Directors may participate in meetings of the Board of Directors by means of conference telephone and other electronic mediums as provided by law.

ARTICLE SEVENTEEN

ACTION BY DIRECTORS WITHOUT A MEETING

The Directors of this corporation may take action by written consent, as provided by law.

ARTICLE EIGHTEEN

ACTION OF THE CORPORATION

Any contract, transaction or act of the corporation or of the Board of Directors approved by a quorum of the shareholders entitled to vote at any meeting shall be as valid and binding as though approved by every shareholder of the corporation, but any failure of the shareholders to approve such contract, transaction or act shall not be deemed in any way to invalidate the same or deprive the corporation, its directors or offices of their right to proceed.

ARTICLE NINETEEN


DATE OF INCORPORATION

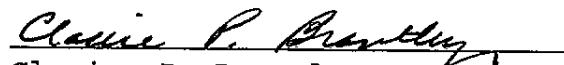
The date of commencement of corporate existence shall be the date of filing with the Florida Department of State.

IN WITNESS WHEREOF, the undersigned subscriber has executed these Articles of Incorporation this 17th day of December, 1999.


Alice T. Grant

INNOVATIVE TRAINING TEAM, INC.



Jill T. White

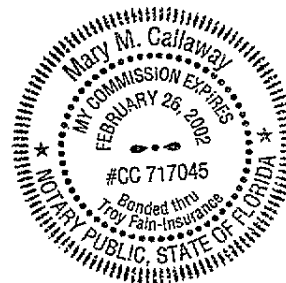

Clarice P. Brantley

State of Florida
County of Escambia

Before me, a notary public authorized to take acknowledgments in the state and county set forth above, personally appeared **Clarice P. Brantley, Alice T. Grant, and Jill T. White**, personally known to me and known to me to be the persons who executed the forgoing Articles of Incorporation, and they acknowledged before me that they executed those Articles of Incorporation.

IN WITNESS WHEREOF, I have hereunto set my hand and affixed my official seal, in the state and county aforesaid, this 16th day of December, 1999.


Mary M. Callaway
NOTARY PUBLIC
My Commission Expires:



Prepared by:
Mary M. Callaway, P.A.
P.O. Box 36097
1600 N. Palafox St.
Pensacola, FL 32516
(850) 434-2114