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 DIVISION OF CORPORATIONS
 01 MAY - 8 PM 4:05

FLORIDA PROFIT CORPORATION OR P.A.

EMPLOYEE RELATIONS ADVISORY GROUP, INC.

| | |
|-----------------------|---------|
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ARTICLES OF INCORPORATION
OF
EMPLOYEE RELATIONS ADVISORY GROUP, INC.

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I, the undersigned, being of legal age and a natural person, do hereby incorporate, acknowledge and file the following Articles of Incorporation for the purpose of creating a corporation under the laws of the State of Florida.

ARTICLE I - NAME & PRINCIPAL ADDRESS

The name of this corporation shall be EMPLOYEE RELATIONS ADVISORY GROUP, INC. The principal office and mailing address of this corporation shall be:

EMPLOYEE RELATIONS ADVISORY GROUP, INC.
710 N.W. 97th Terrace
Pembroke Pines, FL 33024

ARTICLE II - NATURE OF BUSINESS

This corporation may engage in any and all lawful activity or business permitted under the laws of the United States and of the State of Florida.

ARTICLE III - BEGINNING OF CORPORATE EXISTENCE

The existence of this corporation shall commence on the earliest day allowable pursuant to Florida law for the commencement of corporate existence.

ARTICLE IV - CAPITAL STOCK

The capital stock authorized, the par value thereof, and the characteristics of such stock shall be as follows:

This Instrument Prepared By:
Santiago Diaz, Esq.
SANTIAGO DIAZ, P.A.
Fls. Bar No. 759414
80 S.W. Eight Street, Suite 1830
Miami, FL 33130
Tel: (305) 377-4005 Fax: (305) 379-4541

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| | | |
|-------------------|------------------|--------------|
| Number of Shares | Par Value | Class of |
| <u>Authorized</u> | <u>Per Share</u> | <u>Stock</u> |
| 7,500.00 | \$1.00 | Common |

The consideration for all of the said stock shall be payable in cash, property, real or personal, labor or services in lieu of cash, at a just valuation to be fixed by the Board of Directors of the corporation.

ARTICLE V - TERM OF EXISTENCE

The corporation shall have perpetual existence.

ARTICLE VI - INITIAL REGISTERED OFFICE AND AGENT

The initial registered office of this corporation shall be 80 S.W. 8th Street, Suite 1830, Miami, Florida 33130 with the privilege of having its offices and branch offices at other places within the State of Florida. The initial registered agent at that address shall be SANTIAGO DIEZ, P.A. The Board of Directors may from time to time designate such other address and place for the registered office of this corporation as it may see fit.

ARTICLE VII - INITIAL BOARD OF DIRECTORS AND INITIAL OFFICERS

This corporation shall have four (4) directors initially with the exact number to be specified by the stockholders from time to time unless the stockholders shall, by a majority vote thereafter, determine that the corporation be managed by the stockholders. In addition, the corporation shall have a President, Vice President, Secretary, and Treasurer to serve as initial officers with the exact number of officers, and their term in office, to be specified in the corporate by-laws. The name and address of the directors and

officers of the corporation, who shall hold office for the first year or until their successor(s) are duly elected and qualified, or appointed shall be:

| <u>Name and title</u> | <u>Address</u> |
|---|---|
| STANLEY Kiszkiel President/Director | 710 N.W. 97 th Terrace Pembroke Pines, FL 33024 |
| Michael Whelan Vice-President/Director | 55 Ocean Lane Drive, #4019 Key Biscayne, FL 33149 |
| David DeMaio Secretary/Director | 1401 Brickell Ave., #500 Miami, FL 33131 |
| Michelle M. Cruz Director/Treasurer | 19655 S.W. 87 th Place Miami, FL 33157 |

ARTICLE VIII - INCORPORATOR

The name and address of the incorporator is: SANTIAGO DIEZ,
P.A., 80 S.W. Eight Street, Suite 1830, Miami, Florida, 33130.

ARTICLE IX - INDEMNIFICATION

The corporation shall indemnify all officers and directors, and former officers and directors, to the full extent permitted by law, as the law, now exists or as it may be amended hereafter.

ARTICLE X - AMENDMENT

These Articles of Incorporation may be amended in the manner provided by law. Every amendment shall be approved by the Board of Directors, proposed by them to the stockholders, and approved at a stockholders' meeting by a majority of the stock entitled to vote thereon, unless all the directors and all the stockholders sign a written statement manifesting their intention that a certain amendment of these Articles of Incorporation be made.

IN WITNESS WHEREOF, the undersigned incorporator has executed these Articles of Incorporation under the laws of State of Florida this 8th day of May, 2001.

SANTIAGO DIEZ, P.A.

By:

Santiago Diez, President

STATE OF FLORIDA)

,) ss:

COUNTY OF DADE)

BEFORE ME, the undersigned authority, personally appeared SANTIAGO DIEZ, ESQ., as President for Santiago Diez, P.A., to me well known and known to me to be the person described in and who executed the foregoing Articles of Incorporation, who, after being duly sworn under oath, acknowledged before me that he executed the same for the purpose therein expressed.

WITNESS my hand and official seal in the State and County aforesaid this 8th day of May, 2001.

Shirin Faridi
NOTARY PUBLIC
STATE OF FLORIDA AT LARGE

My Commission Expires:



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

In compliance with the laws of the State of Florida, the
following is submitted:


First, that , EMPLOYEE RELATIONS ADVISORY GROUP, INC.,
desiring to organize under the laws of the State of Florida, has
named SANTIAGO DIEZ, P.A., 80 S.W. 8th Street, Suite 1830, Miami,
Florida 33130 statutory registered agent.

ACKNOWLEDGMENT

Having been made the statutory agent of the above corporation
at the place designated in this certificate I hereby accept the
same and agree to act in this capacity, and agree to comply with
the provisions of Florida law relative to keeping the registered
office open.

SANTIAGO DIEZ, P.A.

By:


Santiago Diez, President

DATED: this 8th day of May, 2001.

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5