

John A. Dwyer
Attorney at Law

Master of Laws in Taxation

506 North Alexander Street
Post Office Box 848
Plant City, Florida 33566

Tel: (813) 754-1198
Fax: (813) 754-7759

P01000087253

August 9, 2001

Corporate Records Bureau
Division of Corporations
Department of State
Post Office Box 6327
Tallahassee, FL 32301

W01-18485

500004530565--8
-08/13/01--01098--007
****122.50 *****78.75

Re: Dignall & Associates, Inc.

Gentlemen:

Please find enclosed original and one copy of Articles of Incorporation of Dignall & Associates, Inc., which we would appreciate your filing in your records.

Also enclosed is my check for \$122.50 to cover the following costs:

Filing fee	\$ 35.00
Registered Agent Designation	\$ 35.00
Certified copy	<u>\$ 52.50</u>
Total	\$122.50

FILED
01 SEP -5 PM 12:28
SECRETARY OF STATE
TALLAHASSEE, FLORIDA

Please return a certified copy of the Articles of Incorporation to the undersigned.

Very truly yours,


JOHN A. DWYER

Enclosures

jad\corp\Dignall & Associates - ltr to file Articles

T. Burch SEP 5 2001



FLORIDA DEPARTMENT OF STATE
Katherine Harris
Secretary of State

August 15, 2001

JOHN A. DWYER
PO BOX 848
PALMT CITY, FL 33566

SUBJECT: DIGNALL & ASSOCIATES, INC.
Ref. Number: W01000018885

We have received your document for DIGNALL & ASSOCIATES, INC. and your check(s) totaling \$122.50. However, the enclosed document has not been filed and is being returned for the following correction(s):

The registered agent must have a Florida street address. A post office box, personal mail box (PMB), or mail drop-box address is not acceptable.

Please return the 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) 245-6928.

Tim Burch
Document Specialist
New Filing Section

Letter Number: 701A00046744

ARTICLES OF INCORPORATION
OF
DIGNALL & ASSOCIATES, INC.

FILED
01 SEP -5 PM 12:29
SECRETARY OF STATE
TALLAHASSEE, FLORIDA

The undersigned Incorporators to these Articles of Incorporation, ERNEST TREVOR DIGNALL and CARLA ALTHEA DIGNALL, natural persons competent to contract, hereby determine to form a Corporation under the laws of the State of Florida.

ARTICLE I. NAME

The name of this Corporation shall be DIGNALL & ASSOCIATES, INC.

ARTICLE II. NATURE OF BUSINESS

The general nature of the business to be transacted by this Corporation shall be:

- (a) To engage in executive recruitment and human resource consulting, and to conduct all activities incident and related to such business.
- (b) To conduct business in and have one or more offices in the State of Florida, and in all other states and countries. To buy, hold, mortgage, sell, convey, lease, or otherwise dispose of real and personal property, including franchises, patents, copyrights, trademarks, and licenses.
- (c) To contract debts and borrow money, issue and sell or pledge bonds, debentures,

notes, and other evidences of indebtedness, and execute such mortgages, transfers of corporate property, or other instruments to secure the payment of corporate indebtedness as required.

(d) To purchase the corporate assets of any other corporation and engage in the same character of business.

(e) To guarantee, endorse, purchase, hold, sell, transfer, mortgage, pledge, or otherwise acquire or dispose of the shares of the capital stock, or any bonds, securities, or other evidences of indebtedness created by any other corporation of the State of Florida or any other state or government, and while the owner of such stock, to exercise all the rights, powers, and privileges of ownership, including the right to vote such stock.

(f) To subscribe for, purchase, own, hold, sell, assign, transfer, pledge, mortgage, or otherwise dispose of bonds, securities, or evidences of indebtedness issued or created by the United States of America, or any state, territory, county or municipality therein, and by any foreign state, nation, government, municipality or other political subdivision thereof.

(g) To carry on or to participate with others in the organization, merger, consolidation, financing, liquidation, or reorganization of corporations, partnerships, or associations engaged in any lawful business enterprise.

(h) To make, enter into, and carry out any arrangements which may be deemed to be for the benefit of the Corporation, with any corporation, association, cooperative association, partnership, firm, trustee, syndicate, individual, government, state, municipality, or other political or governmental division or subdivision, domestic or foreign; to acquire by purchase, lease, assignment, or otherwise, stocks, powers, rights, privileges, participations, immunities, franchises, guarantees, grants, and concessions; to hold, own, exercise, exploit, dispose of, and

realize upon the same, and to undertake and prosecute any business dependent thereon; and to cause to be formed, to promote, and to aid in any way the formation of any corporation, association, or organization of any kind, domestic or foreign, for any purpose.

(i) To lend money on time or call and with or without collateral security, and to give credit to individuals, corporations, associations, or co-partnerships, and to municipalities, states, governments, or any political subdivisions thereof, and to foreclose on any property taken by the Corporation as collateral security for any loans.

(j) To cause or to allow the legal title, and/or any estate, right, or interest in any property, whether real, personal, or mixed, owned, acquired, controlled, or operated by the Corporation, to remain or to be vested or registered in the name of, or operated by, any person, firm, association, or corporation, domestic or foreign, formed or to be formed, either in trust for or as agents or nominees of this Corporation, or upon any other terms or conditions, which the Board of Directors may consider for the benefit of the Corporation.

(k) To undertake, conduct, assist, promote, and participate in every kind of commercial, industrial, agricultural, manufacturing, mercantile, or mining enterprise, business, undertaking, venture, or operation in any state, territory, dependency, or colony of the United States of America or its insular possession, or in the District of Columbia, or in any foreign country.

(l) To purchase, hold, retire, sell, and transfer the shares of its own capital stock, provided it shall not use its funds or property for the purchase of its own shares of capital stock when such use would cause any impairment of capital, and provided further that its own shares of capital stock belonging to it shall not be voted directly or indirectly.

(m) To act as agent or representative (other than fiscal or transfer agent) of individuals, partnerships, associations, or corporations, and as such to manage, develop, and extend their business or to aid any lawful enterprise.

(n) To have one or more offices carry on all or any part of its operations and business without restrictions or limit as to amount in any or all of the states, districts, territories, or colonies of the United States of America, and in all foreign countries; and to enter into, make, perform, and carry out contracts of every kind for any lawful purpose without limit as to amount, with any person, firm, association, corporation, or state.

(o) To purchase or otherwise acquire, own, hold, mortgage, pledge, sell, exchange, or otherwise dispose of and deal in real estate and personal property of every class and description; subject however, to the laws of such state, district, territory, or country where the same may be located.

(p) To build, erect, construct, purchase, hire, or otherwise acquire, own, provide, establish, maintain, hold, lease, and operate factories, warehouses, agencies, buildings, structures, offices, houses, works, machinery, plants, and all other things of whatsoever kind and nature, within and without the State of Florida, and in any part of the world, suitable, necessary, useful, or advisable in connection with any or all of the objectives hereinbefore or hereinafter set forth.

(q) To apply for, obtain, register, lease, purchase, or otherwise acquire, and to hold, use, own, operate, and introduce, and to sell, assign, or otherwise dispose of any trademarks, trade names, patents, copyrights, formulas, inventions, improvements, and processes used in connection with or secured under letters patent of the United States of America, or elsewhere; to use, exercise, develop, grant licenses in respect of, or otherwise deal with any such trademarks,

patents, licenses, processes and the like, or any such property or rights, and, further, to purchase, acquire, apply for, register, secure, hold, own, or sell, or otherwise dispose of any and all copyrights, trademarks, trade names, and distinctive marks.

(r) To carry on any other business, whether manufacturing or otherwise, which may seem to the Corporation capable of being conveniently carried on in connection with its business, or calculated directly or indirectly to enhance the value of or tender profitable any of the Corporation's property or rights.

(s) To do any and all things hereinbefore enumerated for itself or on account of others, and to make and perform contracts for doing any of said undertakings; to have and exercise all of the rights and powers now or hereafter conferred by the laws of the State of Florida, and to do any and all of the things hereinbefore enumerated to the same extent as natural persons might or could do.

(t) The foregoing enumerated objectives, purposes, and powers of the Corporation are not intended and shall not be construed or held to prohibit or limit the exercise of any other and further rights and powers which may now or hereafter be allowed or permitted by the laws of the State of Florida, and this Corporation shall have and exercise all other powers, rights, and privileges granted by the corporation laws of the State of Florida now in force, or any amendment or amendments thereto.

ARTICLE III. CAPITAL STOCK

The authorized capital of this Corporation shall be One Hundred (100) shares of One and no/100 (\$1.00) Dollar(s) par value, to be known as common stock payable in lawful money of the

United States of America, said stock to be fully paid and non-assessable. Said stock shall be issued in units of one share or multiples thereof.

Subject to the provisions of the corporation laws of the State of Florida, this Corporation may enter into contracts with any party, natural or otherwise, including its Stockholders, for or relating to the sale and/or purchase of any number of shares of the capital stock of this Corporation, whether then held by the Corporation or by its said Stockholders, on such terms and conditions as may be necessary, in the opinion of the Board of Directors of said Corporation, and to insure the success of any such contractual agreements, stock options, and stock purchase agreements by and between the Stockholders of the Corporation, and may make the capital stock of this Corporation subject to the terms and provisions of any such agreement or agreements, provided only that this Corporation shall not purchase or redeem any of its capital stock in such manner as to reduce the aggregate amount of the assets of this Corporation, at a fair and just valuation, below an amount sufficient to equal all outstanding and remaining capital stock of the Corporation, plus all other liabilities of the Corporation, and, provided further, that no such purchase or redemption shall operate as a reduction of the number of shares which this Corporation is authorized to have outstanding, and, provided further, that such shares purchased or redeemed by this Corporation may be held in the treasury of the Corporation subject to re-issue for sufficient consideration by the Board of Directors of this Corporation.

ARTICLE IV. INITIAL CAPITAL

The amount of capital with which this Corporation will begin business is Five Hundred and no/100 (\$500.00) Dollar(s).

ARTICLE V. TERM OF EXISTENCE

This Corporation shall be authorized to commence business in 2001, and shall exist perpetually.

ARTICLE VI. ADDRESS

The initial address of the principal office of this Corporation in the State of Florida is: 2501 Clubhouse Drive, Plant City, Florida 33567. The mailing address of the Corporation in the State of Florida is: 2501 Clubhouse Drive, Plant City, Florida 33567. The Board of Directors from time to time may move the principal office to any other address in Florida.

ARTICLE VII. DIRECTORS

This Corporation shall have not less than one (1) Director; however, the number of Directors may be increased or diminished from time to time by the By-Laws adopted by the Stockholders. Upon an increase in the number of Directors, the additional directorships so created may be filled in the first instance in the same manner as a vacancy in the Board of Directors.

ARTICLE VIII. INITIAL DIRECTOR

The names and post office addresses of the first members of the Board of Directors are:

ERNEST TREVOR DIGNALL
2501 Clubhouse Drive
Plant City, Florida 33567

CARLA ALTHEA DIGNALL
2501 Clubhouse Drive
Plant City, Florida 33567

ARTICLE IX. INCORPORATOR

The names and post office addresses of the Incorporator are:

ERNEST TREVOR DIGNALL
2501 Clubhouse Drive
Plant City, Florida 33567

CARLA ALTHEA DIGNALL
2501 Clubhouse Drive
Plant City, Florida 33567

ARTICLE X. DUPLICATE CERTIFICATES

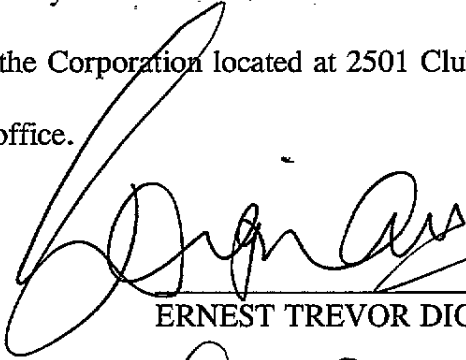
Duplicate certificates of stock may be issued pursuant to this charter for such stock as may have been lost or destroyed, together with a bond of indemnity with satisfactory security if determined by the Board of Directors of the Corporation, conditioned upon loss in consequence of issue of said duplicate certificate.

ARTICLE XI. AMENDMENT

These Articles of Incorporation may be amended from time to time in the manner provided by law. Every amendment will 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.

ARTICLE XII. REGISTERED AGENT AND OFFICE

In compliance with Chapters 48 and 607, Florida Statutes, Dignall & Associates, Inc. does hereby designate John A. Dwyer, ^{506 N. Alexander Street,} Plant City, Florida 33564, as its registered agent, and the office of the Corporation located at 2501 Clubhouse Drive, Plant City, Florida 33567, as its registered office.



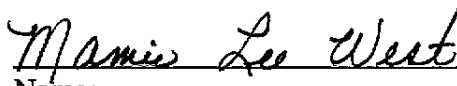
ERNEST TREVOR DIGNALL



CARLA ALTHEA DIGNALL

STATE OF FLORIDA
COUNTY OF HILLSBOROUGH

The foregoing instrument was acknowledged under oath before me this 9th day of August, 2001, by ERNEST TREVOR DIGNALL, the person named in the foregoing Articles of Incorporation as Incorporator, who declared his identity and who has produced his Florida Driver's License as personal identification.

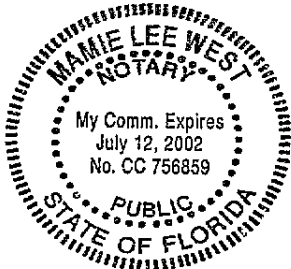


Name:
Notary Public, State of Florida
My commission expires:

STATE OF FLORIDA
COUNTY OF HILLSBOROUGH

The foregoing instrument was acknowledged under oath before me this 9th day of August, 2001, by CARLA ALTHEA DIGNALL, the person named in the foregoing Articles of Incorporation as Incorporator, who declared her identity and who has produced her Florida

Driver's License as personal identification.



Mamee Lee West

Name:

Notary Public, State of Florida

My commission expires:

ACKNOWLEDGMENT:

Having been named as registered agent of the foregoing DIGNALL & ASSOCIATES, INC., I hereby accept and agree to act in this capacity and agree to comply with the laws of the State of Florida in all respects.

John A. Dwyer

JOHN A. DWYER

JAD\CORP\DIGNALL & ASSOCIATES-ARTICLES