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Florida Department of State
Division of Corporations
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((H03000083492 6)))

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Division of Corporations
Fax Number : (850) 205-0381

From:

Account Name : HARRIS, BARRETT, MANN & DEW
Account Number : 072720000016
Phone : (727) 892-3100
Fax Number : (727) 898-0227

FLORIDA PROFIT CORPORATION OR P.A.

ORGANIZATIONAL RENEWAL, INC.

Certificate of Status	1
Certified Copy	0
Page Count	06
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FLORIDA DEPARTMENT OF STATE

Glenda E. Hood
Secretary of State

March 19, 2003

HARRIS BARRETT, MANN & DEW

SUBJECT: ORGANIZATIONAL RENEWAL, INC.
REF: W03000007860

We received your electronically transmitted document. However, the document has not been filed. Please make the following corrections and refax the complete document, including the electronic filing cover sheet.

THE CITY AND STATE MUST BE LISTED FOR THE ADDRESSES IN ARTICLE V.

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Loria Poole
Corporate Specialist
New Filings Section

FAX Aud. #: H03000083492
Letter Number: 203A00016876

FAX AUDIT NO (((H03000083492 6)))
ARTICLES OF INCORPORATION
OF
ORGANIZATIONAL RENEWAL, INC.

THE UNDERSIGNED HEREBY MAKE, SUBSCRIBE, ACKNOWLEDGE AND FILE
THIS CERTIFICATE FOR THE PURPOSE OF BECOMING A CORPORATION UNDER
THE LAWS OF THE STATE OF FLORIDA.

ARTICLE I

NAME

The name of this corporation is Organizational Renewal, Inc.

ARTICLE II

PURPOSE

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

ARTICLE III

CAPITAL STOCK

The maximum number of shares of stock that this corporation
is authorized to have outstanding at any time is One Thousand
(1,000) shares of common stock of One and NO/100 (\$1.00) Dollars
per share par value.

THIS INSTRUMENT WAS PREPARED BY:
JOHN C. DEW, ESQUIRE
HARRIS, BARRETT, MANN & DEW, L.L.P.
P.O. DRAWER 1441
ST. PETERSBURG, FL 33731-1441
(727) 892-3100
FBN: 00019411

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ARTICLE IV

DURATION

This corporation is to exist perpetually.

ARTICLE V

PRINCIPAL OFFICE AND REGISTERED AGENT

The principal office of the corporation shall be located at 327 Rafael Blvd., N.E., St. Petersburg, Pinellas County, Florida 33704.

The name and street address of the initial registered agent of the corporation in the State of Florida is: Michael O. Bice, 327 Rafael Blvd., N.E. The Board of Directors may, from time to time, appoint a substitute registered agent and move the registered office or the principal office, or both, to any other address in the State of Florida.

ARTICLE VI

INITIAL BOARD OF DIRECTORS

This corporation shall have one (1) or more director(s) as provided by the By-Laws. Initially, this corporation shall have two (2) directors, the names of whom are as follows:

<u>NAME</u>	<u>ADDRESS</u>
Michael O. Bice	327 Rafael Blvd., N.E. St. Petersburg, FL 33704
Barbara A. Bice	327 Rafael Blvd., N.E. St. Petersburg, FL 33704

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ARTICLE VIIOFFICERS

The names and addresses of the officers of this corporation are as follows:

<u>NAME AND OFFICE</u>	<u>ADDRESS</u>
Michael O. Bice/President	327 Rafael Blvd., N.E. St. Petersburg, FL 33704
Barbara A. Bice/Vice President	327 Rafael Blvd., N.E. St. Petersburg, FL 33704

ARTICLE VIIICOMMENCEMENT OF CORPORATE EXISTENCE

The existence of this corporation shall commence upon filing with the Secretary of State's office.

ARTICLE IXINDEMNIFICATION

The corporation shall indemnify all directors and officers, whether or not then in office, who are or become a party, or are threatened to be made a party, to any threatened, pending or completed action, suit or proceedings, whether civil, criminal, administrative or investigative by reason of the fact that such person is or was a director or officer, or is or was serving at the request of the corporation as an officer or director against expenses (including attorneys' fees, including hourly charges for paralegals and other staff members operating under the supervision of an attorney, whether at trial or appeal),

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judgments, fines and amounts paid in settlement actually and reasonably incurred by such person in connection with such action, suit or proceeding, including any appeal thereof; provided, however, that there shall be no indemnification against gross negligence or willful misconduct.

ARTICLE X

BY-LAWS

The initial By-Laws shall be adopted by the Board of Directors. The power to alter, amend or repeal the By-Laws or adopt new By-Laws is vested in the Board of Directors, subject to repeal or change by action of the shareholders.

ARTICLE XI

AMENDMENT

The right to amend or repeal any provisions contained in these Articles of Incorporation, or any amendment hereto, is reserved to the Board of Directors and the Shareholders as specified under the laws of Florida.

ARTICLE XII

REMOVAL OF DIRECTORS

Shareholders may remove one or more directors only for cause.

ARTICLE XIII

INCORPORATORS

The names and addresses of the incorporators of this

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corporation are:

NAME

ADDRESS

Michael O. Bice

327 Rafael Blvd., N.E.
St. Petersburg, FL 33704

IN WITNESS WHEREOF, these Articles of Incorporation have
been signed, as Incorporator, by: Michael O. Bice.

Dated this 18th day of March, 2003.

Michael O. Bice
MICHAEL O. BICE

STATE OF FLORIDA

COUNTY OF PINELLAS

The foregoing instrument was acknowledged before me this
18th day of March, 2003, by Michael O. Bice, who is
personally known to me or who has produced
_____ as identification.

Margaret L. Egan
Printed Name:
Notary Public
My Commission Expires:
Serial Number:



Margaret L. Egan
MY COMMISSION # CC01196 EXPIRES
January 31, 2004
BONDED THROUGH FARM INSURANCE INC

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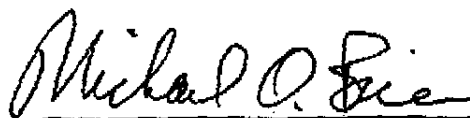
CERTIFICATE DESIGNATING PLACE OF BUSINESS OR
DOMICILE FOR THE SERVICE OF PROCESS WITHIN THIS STATE,
NAMING AGENT UPON WHOM PROCESS MAY BE SERVED

In pursuance of Chapter 48.091, Florida Statutes, the following is submitted, in
compliance with said Act:

First – That ORGANIZATIONAL RENEWAL, INC., desiring to organize under the laws
of the State of Florida with its principal place of business in Pinellas County, Florida, has named
Michael O. Bice, located at 327 Rafael Blvd., N.E., St. Petersburg, Pinellas County, Florida
33704, as its agent to accept service of process within this state.

ACKNOWLEDGMENT

Having been named to accept service of process for the above stated corporation, at place
designated in this certificate, I hereby accept to act in this capacity, and agree to comply with the
provision of said Act relative to keeping open said office.



Michael O. Bice, Registered Agent

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TALLAHASSEE, FLORIDA

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