

**Electronic Articles of Incorporation
For**

**P03000143726
FILED
December 02, 2003
Sec. Of State**

UNION BENEFIT SOLUTIONS INC

The undersigned incorporator, for the purpose of forming a Florida profit corporation, hereby adopts the following Articles of Incorporation:

Article I

The name of the corporation is:

UNION BENEFIT SOLUTIONS INC

Article II

The principal place of business address:

442 WEST KENNEDY BLVD.
SUITE 312
TAMPA, FL. 33606

The mailing address of the corporation is:

442 WEST KENNEDY BLVD.
SUITE 312
TAMPA, FL. 33606

Article III

The purpose for which this corporation is organized is:

ANY AND ALL LAWFUL BUSINESS.

Article IV

The number of shares the corporation is authorized to issue is:

7,500

Article V

The name and Florida street address of the registered agent is:

DONALD E EBBERT
442 WEST KENNEDY BLVD.
SUITE 312
TAMPA, FL. 33606

I certify that I am familiar with and accept the responsibilities of registered agent.

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Registered Agent Signature: DONALD E. EBBERT

Article VI

The name and address of the incorporator is:

DONALD E. EBBERT
442 WEST KENNEDY BLVD SUITE 312
TAMPA, FL 33606

Incorporator Signature: DONALD E. EBBERT

Article VII

The initial officer(s) and/or director(s) of the corporation is/are:

Title: PD
GARY T DEFALCO
423/425 MILL STREET
CORAOPOLIS, PA. 15108

Title: SD
DONALD E EBBERT
442 WEST KENNEDY BLVD. STE 312
TAMPA, FL. 33606

Title: T
JOLYNN DUTEAU
442 WEST KENNEDY BLVD, STE 312
TAMPA, FL. 33606

Article VIII

The effective date for this corporation shall be:

12/01/2003