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CAPITAL CONNECTION, INC.

417 E. Virginia Street, Suite 1 • Tallahassee, Florida 32301
(850) 224-8870 • 1-800-342-8062 • Fax (850) 222-1222

SOUTHERN OM CO.

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ARTICLES OF INCORPORATION
OF
SOUTHERN OM CO.

The undersigned incorporator of these Articles of Incorporation, a natural person competent to contract, presents these Articles for the formation of a for profit corporation under the Business Corporations Act and other laws of the State of Florida.

ARTICLE I - NAME

1.1 The name of the corporation is Southern Om Co.

ARTICLE II - PURPOSE AND POWERS

2.1 The general nature of the business that will be transacted by the corporation is operating as a member of the Global Recruiters Network, Inc., franchise network.

2.2 The corporation has the power to invest the funds of the corporation in real estate, mortgages, stocks, bonds, or any other type of investment, and to own real and personal property necessary for the operation of the corporation's business.

ARTICLE III - SHARES

3.1 The maximum number of shares of stock that this corporation is authorized to have outstanding at any one time is Five Hundred Thousand (500,000) shares of common stock having no par value. The Board of Directors is authorized to issue "Section 1244 Stock" as defined by section 1244 of the Internal Revenue Code.

3.2 Shareholders will not have preemptive rights, unless specifically provided for in the Bylaws or a separate agreement among shareholders.

3.3 The issuance of shares and transfer of any shares or interest in shares are restricted by the terms of the Global Recruiters Network, Inc. Franchise Agreement.

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ARTICLE IV - EXISTENCE

4.1 This corporation will exist perpetually.

ARTICLE V - OFFICES

5.1 The principal office of the corporation initially will be at 9823 Tapestry Park Circle, #208, Jacksonville, FL 32246. The principal office may be moved to any address duly approved by the Board of Directors. The mailing address of the corporation will be 9823 Tapestry Park Circle, #208, Jacksonville, FL 32246.

ARTICLE VI - DIRECTORS

6.1 The initial number of directors of the corporation will be two (2). The number of directors may be changed, provided however that the number of directors will never be less than one (1).

6.2 The initial Board of Directors will be:

<u>Name</u>	<u>Address</u>
Peter J. Thomas	9823 Tapestry Park Circle, #208, Jacksonville, FL 32246
Phuong-Anh N. Thomas	9823 Tapestry Park Circle, #208, Jacksonville, FL 32246

ARTICLE VII - OFFICERS

7.2 The initial Officers will be:

Peter J. Thomas
President, Treasurer

Phuong-Anh N. Thomas
Vice President, Secretary

7.3 The addresses of the Officers will be at the principal office of the corporation.

ARTICLE VIII - INCORPORATOR

8.1 The name and address of the incorporator and person signing these Articles of Incorporation are:

<u>Name</u>	<u>Address</u>
Howard A. Caplan	245 Riverside Avenue, Suite 150 Jacksonville, FL 32202

ARTICLE IX - CONFLICT OF INTEREST

9.1 No contract or other transaction between this corporation and any other corporation, firm, or individual will be affected by the fact that any director of this corporation is interested in or is a director or officer of the other corporation or firm. A director of the corporation is relieved from any liability that might exist from contracting with this corporation if the director informs the other directors of his interest prior to entering into the contract.

ARTICLE X - EMPLOYEE BENEFITS

10.1 The corporation will have the power to enter into, for the benefit of its employees, one or more of the following: (1) a pension plan, (2) a profit-sharing plan, (3) a stock bonus plan, (4) a thrift and savings plan, (5) a restricted stock option plan, (6) health insurance plan, or other retirement or incentive compensation plans.

10.2 This corporation has the power to make loans, secured or unsecured, to its shareholders, if shareholders are active employees of the corporation.

ARTICLE XI - INDEMNIFICATION

11.1 The corporation will indemnify any and all persons who serve or have served as directors or officers, and who at the request of the Board of Directors serve or have served as directors or officers of another corporation or firm in which the corporation

had an ownership interest. This indemnification includes a person's heirs, administrators, successors, and assigns only for the purpose of remuneration and not time of service to or at the request of the corporation. The indemnification will be for all expenses, including amounts paid upon judgments, counsel fees, and amounts paid in settlement (before or after suit is commenced), reasonably incurred by the person in connection with the defense or settlement of any claim, action, suit, or proceeding in which the person was a party by reason of being or having been a director or officer of at the request of the corporation. But the corporation will not indemnify any person who will have been liable due to the person's gross negligence or misconduct in the performance of the person's duty. This indemnification will be in addition to any other rights to which those indemnified may be entitled under any law, bylaw, agreement, vote of shareholders, or otherwise. It is the intent of the corporation to indemnify any officer or director, or any former officer or director to the fullest extent permitted by law.

ARTICLE XII - REGISTERED AGENT AND OFFICE

12.1 The registered office will be and the registered agent at that address are:

Agent

Peter J. Thomas

Registered Office Address

9823 Tapestry Park Circle, #208,
Jacksonville, FL 32246

IN WITNESS WHEREOF, the undersigned incorporator has executed these
Articles of Incorporation this 17th day of January, 2012.


Howard A. Caplan

ACKNOWLEDGMENT AND ACCEPTANCE
OF REGISTERED AGENT

Having been named to accept service of process for the corporation at the place designated in the Articles of Incorporation to which this is attached, I agree to act in this capacity, and to comply with the provisions of Florida law relative to keeping the office open.

Dated this 17 day of January, 2012.

Rob J. Sten

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