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Gray Robinson

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FLORIDA PROFIT/NON PROFIT CORPORATION
Incentive Compensation Design, Inc.

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ARTICLES OF INCORPORATION
OF
INCENTIVE COMPENSATION DESIGN, INC.

The undersigned, acting as the Incorporator of **INCENTIVE COMPENSATION DESIGN, INC.**, a Florida corporation (the "Corporation"), pursuant to Chapter 607 of the Florida Statutes, hereby forms a corporation for profit under the laws of the State of Florida and adopts the following Articles of Incorporation for the Corporation:

ARTICLE I - NAME

The name of the Corporation is **INCENTIVE COMPENSATION DESIGN, INC.** The mailing address of the Corporation shall be P. O. Box 9, Bradenton Beach, FL 34217. Principal office address shall be 2712 Gulf Dr N, Holmes Beach, FL 34217.

ARTICLE II - CORPORATE EXISTENCE

The Corporation will exist commencing on the date of filing these Articles of Incorporation with the Florida Department of State.

ARTICLE III - DURATION

The Corporation shall exist perpetually.

ARTICLE IV - PURPOSE

The Corporation is organized for the purpose of transacting any or all lawful businesses for which corporations may be incorporated under Chapter 607, Florida Statutes.

ARTICLE V - CAPITAL STOCK

The maximum number of shares of capital stock that the Corporation is authorized to issue and have outstanding at any one time is One Thousand (1,000) shares of common stock having a par value of One Cent (\$0.01) per share.

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ARTICLE VI - INITIAL REGISTERED OFFICE AND AGENT

The street address of the initial registered office of the Corporation shall be:

301 E. Pine Street, Suite 1400
Orlando, Florida 32801

The name of the initial registered agent of the Corporation at that address shall be:

Michael J. Canan, Esquire

ARTICLE VII - INITIAL BOARD OF DIRECTORS

A. The Corporation shall have one (1) director initially. The number of directors may be either increased or decreased from time to time in accordance with the Bylaws, but shall never be less than one.

B. The name and address of the initial director of the Corporation is as follows:

<u>Name</u>	<u>Street Address</u>
Bennett H. Speyer	1000 Jackson Street Toledo, OH 43604-5573

ARTICLE VIII - INCORPORATOR

The name and address of the person signing these Articles is:

<u>Name</u>	<u>Address</u>
Michael J. Canan, Esq.	301 E. Pine Street, Suite 1400 Orlando, FL 32801

ARTICLE IX - BYLAWS

The power to adopt, alter, amend or repeal Bylaws shall be vested in the Board of Directors and the shareholders.

ARTICLE X - AMENDMENT

The Corporation reserves the right to amend or repeal any provisions contained in these Articles of Incorporation, or any amendment hereto, and any right conferred upon the shareholders is subject to this reservation.

IN WITNESS WHEREOF, the undersigned Incorporator has executed these Articles of Incorporation this 23rd day of January, 2014.




MICHAEL J. CANAN, Esq., Incorporator

CERTIFICATE OF ACCEPTANCE AS REGISTERED AGENT

NAME OF CORPORATION

The undersigned, having been named as registered agent for the above named Corporation, at the place designated in the foregoing Articles of Incorporation, hereby accepts such designation and agrees to act in such capacity, and I further agree to comply with the provisions of all statutes relative to the proper and complete performance of my duties as registered agent. I am familiar with, and accept the duties and obligations of, Section 607.0505 of the Florida Statutes.


MICHAEL J. CANAN, Esq.,
Registered Agent

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