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February 12, 1999

VIA FEDERAL EXPRESS

Florida Secretary of State
Division of Corporations
409 East Gaines Street
Tallahassee, FL 32399

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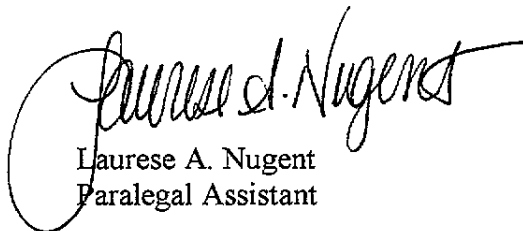
Re: Florida Commercial Staffing Inc.

Dear Sir or Madam:

I am enclosing one original and one photocopy of the Articles of Amendment for the above-referenced corporation for filing with your office along with our firm check in the amount of \$35.00 as payment of the filing fee.

Please return the file-stamped document to my attention using the enclosed Federal Express envelope. Do not hesitate to contact me collect at the above number with any questions.

Sincerely,


Laurese A. Nugent
Paralegal Assistant

LAN
Enclosures

FILED
99 FEB 15 PM 1:42
SECRETARY OF STATE
TALLAHASSEE, FLORIDA

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FEB 17 1999

**ARTICLES OF AMENDMENT
OF
FLORIDA COMMERCIAL STAFFING INC.**

The undersigned corporation hereby submits these Articles of Amendment for the purpose of amending its Articles of Incorporation:

1. The name of the corporation is Florida Commercial Staffing Inc.
2. The following amendment to the Articles of Incorporation of the corporation was adopted by its shareholders on February 4, 1999, in the manner prescribed by law:

The first sentence of Article I is hereby amended and replaced in its entirety as follows:

The name of the corporation is HR America (Florida), Inc.

This the 4th day of February, 1999.

FLORIDA COMMERCIAL STAFFING INC.

By: 
William E. Mayville
President and Secretary

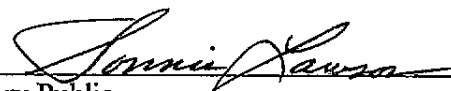
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99 FEB 15 PM 1:42
SECRETARY OF STATE
TALLAHASSEE, FLORIDA

STATE OF NORTH CAROLINA)
)
COUNTY OF MECKLENBURG)

ss.:

On this 4th day of February, 1999, before me, SONNIA LAWSON, a Notary Public in and for the State of North Carolina, personally appeared William E. Mayville, President and Secretary of Florida Commercial Staffing Inc., known to me to be the person who executed the foregoing Articles of Amendment on behalf of said corporation and who acknowledged to me that he executed the same on behalf of said corporation and for the purposes therein stated.

(NOTARIAL SEAL)


Notary Public

My commission expires: September 12, 2003