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EXAMINER'S INITIALS:

ARTICLES OF AMENDMENT AND RESTATEMENT OF THE ARTICLES OF INCORPORATION OF ELITE EMPLOYER SERVICES, INC.

2002 FEB 13 PM 1: 38 STATE SECRETARY OF STATE TALLAHASSEE, FLORIDA

Pursuant to the provisions of Section 607.1007, Florida Statutes, this Corporation adopts the following Articles of Amendment and Restatement of its Articles of Incorporation.

- 1. This Corporation hereby amends and restates its Articles of Incorporation originally dated November 3, 1994, and filed on November 9, 1994, and filed as Document Number P94000083330.
 - 2. The name of the Corporation is Elite Employer Services, Inc.
- 3. These Articles of Amendment and Restatement of the Articles of Incorporation of Elite Employer Services, Inc., were adopted on February 7, 2002, by the Board of Directors of the Corporation and the Shareholders. The number of votes cast for the Articles of Amendment and Restatement were sufficient for approval.
- 4. This Corporation's Articles of Incorporation are hereby amended and restated as follows:

ARTICLE I - NAME

The name of the corporation ("Corporation") is Elite Employer Services, Inc.

ARTICLE II - TERM OF EXISTENCE

The Corporation is to exist perpetually.

ARTICLE III - PURPOSES

The purposes of the Corporation are to engage in any lawful act, activity or business permitted under the laws of the United States and the State of Florida.

ARTICLE IV - PRINCIPAL OFFICE AND MAILING ADDRESS

The principal office and mailing address of this Corporation is 7560 Commerce Court, Sarasota, FL 34243.

ARTICLE V - CAPITAL STOCK

The shares of stock of the Corporation shall consist of only one class of stock. The number of shares of stock this Corporation is authorized to issue and have outstanding is one million (1,000,000) shares of Common Stock, having a par value of \$1.00 per share. All Common Shares shall be identical with each other in every respect and the holders thereof shall be entitled to one vote for each share on all matters on which Shareholders have the right to vote.

ARTICLE VI - REGISTERED AGENT AND ADDRESS

The street address of the Corporation's registered office is 7150 Rustic Acres, Sarasota, FL 34241. The registered agent for the Corporation at that address is Steven F. Herrig.

ARTICLE VII - INCORPORATOR

The name(s) and street address(es) of the original incorporator(s) to these Articles of Incorporation is/are:

Name

Address

Dennis J. Grosskreutz

729 Wood Lane Sarasota, FL 34237

ARTICLE VIII - INDEMNIFICATION

The Corporation shall indemnify its directors, officers, employees, and agents to the fullest extent permitted by law.

ARTICLE IX - AMENDMENT

The Articles of Incorporation may be amended in certain instances by the Board of Directors pursuant to applicable law and in certain instances by resolutions adopted by the Board of Directors, proposed by them to the Shareholders and approved at a Shareholders meeting by a majority of the stock entitled to vote thereon.

ARTICLE XII - SHAREHOLDER ACTION

An affirmative vote of fifty-one percent (51%) of the shares of the capital stock of the Corporation shall be required for any Shareholder action.

ARTICLE XIII - PREEMPTIVE RIGHTS

The Corporation elects to have preemptive rights.

IN WITNESS WHEREOF, the undersigned incorporator has executed these Articles of Incorporation as of February 7, 2002.

ELITE EMPLOYER SERVICES, INC.

Steven F. Herriq, Vice President

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