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ROBERT W. MURPHY
ATTORNEY AT LAW

3215 HENDRICKS AVENUE
SUITE 2
RIVERPOINT BUILDING
JACKSONVILLE, FLORIDA 32207

MEMBER OF THE
FLORIDA & GEORGIA BAR

TELEPHONE: (904) 396-6688
TELECOMER: (904) 398-0110

July 7, 1995

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Division of Corporations
P.O. Box 6327
Tallahassee, Florida 32314

Re: United System Recruiters, Inc.
(Articles of Incorporation)

Dear Sir/Madam:

Please file the enclosed Articles of Incorporation for United System Recruiters, Inc. Our check in the amount of \$122.50 is enclosed to cover the cost of same.

Please call if you have any questions or comments.

Very truly yours,

Robert W. Murphy

RWM/cb
Enclosures

FILED
1995 JUL 10 AM 11:26
SECRETARY OF STATE
TALLAHASSEE, FLORIDA

F. CHESLER JUL 14 1995

ARTICLES OF INCORPORATION
OF
UNITED SYSTEM RECRUITERS, INC.

The undersigned subscriber to these Articles of Incorporation, a natural person competent to contract under the laws of the State of Florida, hereby adopts these Articles for the formation of a Corporation under the Florida Business Corporation Act, Florida Statutes Chapter 607, and other laws of the State of Florida.

ARTICLE I

The name of this Corporation is UNITED SYSTEM RECRUITERS

ARTICLE II

The general nature of the business to be transacted by this Corporation is:

To engage in all lawful forms of business, including but not necessarily limited to the operation of an executive recruiting and placement service.

To invest the funds of this Corporation in real estate, mortgages, stocks, bonds or any other type of investment, and to own real and personal property necessary for the rendering of professional services.

To do all and everything necessary and proper for the accomplishment of any of the purposes or the attaining of any of the objectives or the furtherance of any of the purposes enumerated in these Articles of Incorporation or any amendment thereof, necessary or incidental to the protection and benefit of the Corporation, and in general, either alone or in association with other corporations, firms, partnerships, or individuals, to carry on any lawful pursuit necessary or incidental to the accomplishment of the purposes or the attainment of the objectives or the furtherance of such purposes or objects of this Corporation.

The foregoing paragraphs shall be construed as enumerating both objects and purposes of this Corporation; and it is hereby expressly provided that the foregoing enumeration of specific purposes shall not be held to limit or restrict in any manner the purposes of this Corporation otherwise permitted by law.

ARTICLE III

This Corporation is authorized to issue one hundred (100) shares of common stock having a par value of \$1.00 per share. The Board of Directors is authorized to issue "Section 1244 Stock" as defined by Section 1244 of the Internal Revenue Code of 1986 as amended, and the Stockholders may, by appropriate unanimous vote of the Stockholders, elect to be taxed as provided under Section 1361 of the Internal Revenue Code of 1954, as amended. None of the shares of this Corporation may be issued to any person other than an individual authorized to own such shares under the laws of the State of Florida in compliance with Florida Statutes Section 621.09.

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SECRETARY OF STATE
TALLAHASSEE FLORIDA

ARTICLE IV

This Corporation shall have perpetual existence, and the existence shall commence on the filing of these Articles, pursuant to Florida Statutes Section 607.0203.

ARTICLE V

The initial street address of the principal office of this Corporation is 2121-A Corporate Square Boulevard, South, Suite 162, Jacksonville, Florida 32216. The Board of Directors may from time to time move the principal office to any other address in Florida.

ARTICLE VI

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

Scott E. Bender
2121-A Corporate Square Boulevard, South
Suite 162
Jacksonville, Florida 32216

The street address of the initial registered office of this Corporation is 3215 Hendricks Avenue, Suite 2, Riverpoint Building, Jacksonville, Florida 32207, and the name of the initial registered agent of this Corporation at that address is Robert W. Murphy, Esquire.

ARTICLE VIII

This Corporation shall have one (1) Director initially. The number of Directors may be increased or diminished from time to time by the Bylaws adopted by the Stockholders, but shall never be less than one (1).

ARTICLE IX

The name and address of the initial Director of this Board of Directors is:

Scott E. Bender
2121-A Corporate Square Boulevard, South
Suite 162
Jacksonville, Florida 32216

ARTICLE X

No Stockholder of this Corporation may sell or transfer his shares of stock of this Corporation, except to another individual who is eligible to be a Stockholder of this Corporation pursuant to a majority vote of all Stockholders.

ARTICLE XI

In furtherance, and not in limitation of the general powers conferred by the laws of the State of Florida and of the purposes and objectives hereinabove stated, this Corporation shall have all and singular the following powers:

1. To enter into, or become a partner in, any arrangement for profit-sharing, union of interest, or cooperation, joint venture, or otherwise, with any person, firm, partnership or corporation to carry on any business which this Corporation has the direct or incidental authority to pursue.

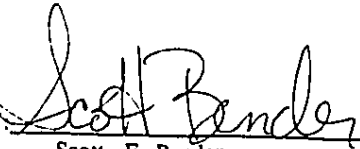
2. To purchase and acquire any or all of its shares owned and held by any such Stockholder as should desire to sell, transfer, or otherwise dispose of shares, in accordance with any corporate stock purchase agreement, as may be executed, between the Corporation and all of the Stockholders of this Corporation; provided, however, the capital of this Corporation is not impaired.

3. To enter into, for the benefit of its qualified employees, as defined in any such plans, one or more of the following: (a) a pension plan; (b) a profit-sharing plan; (c) a stock bonus plan; (d) a thrift and savings plan; (e) a restricted stock option plan; or (f) other retirement or incentive compensation plan.

ARTICLE XII

These Articles of Incorporation may be amended in the manner provided by law. Every amendment shall be approved by the Board of Directors, proposed by them to the Stockholders, and approved at a Stockholders meeting by a majority of the stock entitled to be voted thereon unless all Directors and all the Stockholders sign a written statement manifesting their intention that a certain amendment of these Articles of Incorporation be made; however, in no event may any amendment provided that the Corporation may enter into any stock repurchase plan or issue any new shares without first acquiring the unanimous consent of all of the Stockholders. All rights of Stockholders are subject to these reservations.

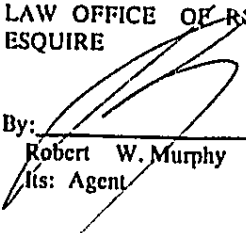
IN WITNESS WHEREOF, I, the Subscriber, have executed these Articles of Incorporation this 29th day of June, 1995.

BY: 
Scott E. Bender
Its: President

REGISTERED AGENT'S ACCEPTANCE

The undersigned officer of the above designated Registered Agent, by execution hereof, hereby accepts all of the duties and responsibilities of a Registered Agent for UNITED SYSTEM RECRUITERS, INC., a Florida corporation, in accordance with Florida Statutes, Section 607.0501.

LAW OFFICE OF ROBERT W. MURPHY,
ESQUIRE

By: 
Robert W. Murphy
Its: Agent

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SECRETARY OF STATE
TALLAHASSEE, FLORIDA