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TALLAHASSEE, FL 32301

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DIVISION OF CORPORATION

CSC networks

PRESTIGE HALL
LEGAL & FINANCIAL SERVICES

ACCOUNT NO. : 0721000000032

REFERENCE : 004220 4305706

AUTHORIZATION :

Patricia Pyjunt

COST LIMIT : \$ 70.00

ORDER DATE : January 16, 1996

ORDER TIME : 11:02 AM

ORDER NO. : 004220

500001688705

CUSTOMER NO: 4305706

CUSTOMER: Ms. Susan Barker
QUARLES & BRADY

411 East Wisconsin Avenue

Milwaukee, WI 53202-4497

DOMESTIC FILING

NAME: CONVERTING NETWORK, INC.

XX ARTICLES OF INCORPORATION
 CERTIFICATE OF LIMITED PARTNERSHIP

PLEASE RETURN THE FOLLOWING AS PROOF OF FILING:

 CERTIFIED COPY
XX PLAIN STAMPED COPY
 CERTIFICATE OF GOOD STANDING

CONTACT PERSON: Clint D. Fuhrman

EXAMINER'S INITIALS:

SECRETARY OF STATE
TALLAHASSEE, FLORIDA

96 JAN 16 PM 2:02

FILED

SB
11/7/96

ARTICLES OF INCORPORATION
OF
CONVERTING NETWORK, INC.

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96 JAN 16 PM 2:02
SECRETARY OF STATE
TALLAHASSEE, FLORIDA

I, the undersigned natural person, acting as incorporator of a corporation under the Florida Business Corporation Act, adopt the following Articles of Incorporation for such corporation:

ARTICLE I
Name

The name of the corporation is Converting Network, Inc.

ARTICLE II
Principal Office and Mailing Address

The address of the principal office of the corporation is c/o Quarles & Brady, 222 Lakeview Avenue, Fourth Floor, West Palm Beach, Florida 33402, and the mailing address of the corporation is c/o Quarles & Brady, P.O. Box 3188, West Palm Beach, Florida 33402-3188.

ARTICLE III
Purposes

The purposes for which the corporation is organized are to engage in any lawful activity within the purposes for which a corporation may be organized under the Florida Business Corporation Act, Chapter 607 of the Florida Statutes.

ARTICLE IV
Capital Stock

The aggregate number of shares which the corporation shall have authority to issue is Ten Thousand (10,000) shares, consisting of one class only, designated as "Common Stock," of the par value of One Dollar (\$1.00) per share.

ARTICLE V
Right to Purchase Own Shares

The corporation shall have the right to acquire its own shares from time to time, upon such terms and conditions as the Board of Directors shall fix.

ARTICLE VI
Registered Office and Agent

The address of the initial registered office of the corporation is 222 Lakeview Avenue, Fourth Floor, P.O. Box 3188, West Palm Beach, Broward County, Florida 33402-3188, and the name of its initial registered agent at such address is Florida-Lawdock, Inc.

ARTICLE VII
Incorporator

The name and address of the incorporator is Thomas W. O'Brien, 411 East Wisconsin Avenue, Milwaukee Wisconsin 53202-4497.

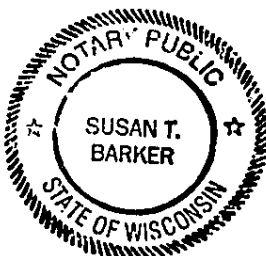
Executed this 15th day of January, 1996.




Thomas W. O'Brien

STATE OF WISCONSIN)
) SS
COUNTY OF MILWAUKEE)

The foregoing instrument was acknowledged before me this 15th day of January, 1996, by Thomas W. O'Brien, who is personally known to me, and who executed the foregoing and acknowledged the same as his free act and deed.





Notary Public, State of
Wisconsin
My Commission: expires 6/9/96

CERTIFICATE OF ACCEPTANCE OF DESIGNATED REGISTERED AGENT AND
REGISTERED OFFICE FOR SERVICE OF PROCESS.

In compliance with Section 48.091, Florida Statutes, the
following is submitted:

1. That Converting Network, Inc., desiring to organize under
the laws of the State of Florida, has named Florida-Lawdock, Inc.
located at 222 Lakeview Avenue, Fourth Floor, West Palm Beach,
Broward County, Florida 33402-3188, as its agent to accept service
of process within Florida.

Thomas W. O'Brien
Thomas W. O'Brien, Incorporator
Dated: January 15, 1996

2. That, having been named to accept service of process for
the above-stated corporation, at the place designated in this
Certificate, I hereby agree to act in this capacity and agree to
comply with the provisions of Chapter 48.091, F.S., relative to
keeping open said office.

FLORIDA-LAWDOCK, INC., Registered
Agent

By: Thomas W. O'Brien
Thomas W. O'Brien, President
Dated: January 12, 1996

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SECRETARY OF STATE
TALLAHASSEE, FLORIDA