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February 16, 1996

Florida Department of State
Division of Corporations
Post office Box 6327
409 East Gaines Street
Tallahassee, Florida 32314

FILED
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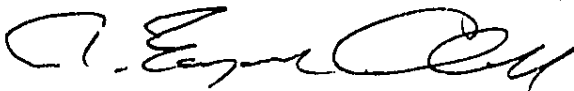
RE: Articles of Incorporation of Communication Manpower, Inc.

Dear Sir or Madam:

Enclosed please find the original and two copies of the captioned document for recording. (please note that we are not requesting certified copies). Also enclosed is our firm's check No. 09836 in the amount of \$70.00 (made payable to the Florida Secretary of State) to cover the required filing fees. Please bill us (or remit to us as the case may be) for any difference, if the remitted amounts are in error, and return the copies signifying that the original document has been recorded to the above address at your earliest convenience.

Very truly yours,

JOHNSTON, HINESLEY, FLOWERS & CLENNEY, P.C.



R. Eugene Clenney, Jr.

REC/vsp

Enclosures

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-02/19/96--01073--017
*****70.00 *****70.00

WFW 2-21-96



FLORIDA DEPARTMENT OF STATE

Sandra B. Mortham
Secretary of State

January 19, 1996

R. EUGENE CLENNEY, JR., ESQ.
JOHNSTON, HINESLEY, FLOWERS, ET AL.
P.O. BOX 2246
DOTHAN, AL 36302

The name COMMUNICATION MANPOWER, INC. has been reserved for 120 days beginning January 19, 1996. The reservation number is R9600000290 and this reservation is **NONRENEWABLE**.

A reservation is not a grant of authority to use the name. It is only a withholding of a name from its availability for use by another. When the proposed document is submitted, the name will **AGAIN** be checked against the records of the Division and if still no conflict exists and all other requirements are fulfilled, the reserved name shall be filed as the entity name.

The Division of Corporations is a ministerial filing office and may not render any legal advice. The Division does not adjudicate the legality of any corporate name or arbitrate disputes between entities. You may wish to review other laws such as common law rights, including rights to a trade name; United States Code, Federal Trademark Act, Section 1051 (Lanham Act); Chapter 495, Florida Statutes, Registration of Trademarks and Service Marks (Florida Trademark Act); and Section 865.09, Florida Statutes (Fictitious Name Act).

If someone else submits the document for filing, it must have a copy of this letter attached.

Should you have any questions regarding this matter, please telephone (904) 488-9000, the Name Availability Section

Becky McKnight

Letter number: 496A00002535

**ARTICLES OF INCORPORATION
OF
COMMUNICATION MANPOWER, INC.**

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ARTICLE I

NAME OF CORPORATION: The name of the corporation shall be "Communication Manpower, Inc."

ARTICLE II

PURPOSES: The nature of the business and the purposes for which the corporation is formed shall be as follows:

- (1) To engage in the employee leasing business; and
- (2) To transact all lawful business for which corporations may be incorporated under the laws of the State of Florida.

ARTICLE III

PRINCIPAL PLACE OF BUSINESS, REGISTERED OFFICE AND AGENT: The location and mailing address of the initial principal place of business, registered office of the corporation shall be 1006 South Boulevard West, Chipley, Florida 32428, and the initial registered agent at such address shall be Jenee Trawick.

ARTICLE IV

DURATION: The duration of the corporation shall be perpetual unless the corporation is dissolved by law or otherwise terminated.

ARTICLE V

SHARES: The corporation shall be authorized to issue 1,000 common shares having a par value of One Dollar (\$1.00) each.

ARTICLE VI

(A) **INCORPORATOR:** The name and address of the incorporator is as follows:

NAME

ADDRESS

James L. Trawick, Jr.

1006 South Boulevard West
Chipley, Florida 32428

(B) **DIRECTORS:** The initial board of directors shall consist of eight (8) directors, and such number thereafter as may be fixed by the bylaws. The names and addresses of the persons who are to serve as directors until the first annual meeting of the shareholders, or until their successors are elected and qualified, are as follows:

NAME

ADDRESS

Brenda T. Hamrick

1006 South Boulevard West
Chipley, Florida 32428

P. Carlos Trawick

1006 South Boulevard West
Chipley, Florida 32428

Kenneth W. Trawick

1006 South Boulevard West
Chipley, Florida 32428

Douglas H. Trawick

1006 South Boulevard West
Chipley, Florida 32428

Jenee Trawick

1006 South Boulevard West
Chipley, Florida 32428

James L. Trawick, Jr.

1006 South Boulevard West
Chipley, Florida 32428

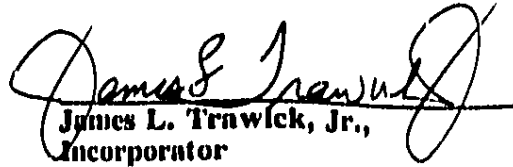
James J. Trawick

1006 South Boulevard West
Chipley, Florida 32428

Emma O. Trawick

1006 South Boulevard West
Chipley, Florida 32428

IN WITNESS WHEREOF, I, the undersigned, have hereunto set my hand and seal and executed these Articles of Incorporation this the 31 day of January, 1996.


James L. Trawick, Jr.,
Incorporator

Prepared By:

R. Eugene Clenney, Jr., Esq.
JOHNSTON, HINESLEY, FLOWERS & CLENNEY, P.C.
Attorneys At Law
291 North Oates Street (36303)
Post Office Box 2246
Dothan, Alabama 36302
(334) 793-1115

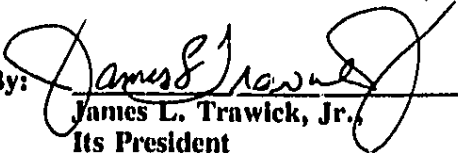
**CERTIFICATE OF DESIGNATION OF REGISTERED AGENT
REGISTERED OFFICE**

Pursuant to the provisions of Section (07.0501, Florida Statutes, the undersigned corporation, organized under the laws of Florida, submits the following statement designating the registered office and registered agent in Florida.

1. The name of the corporation is **COMMUNICATION MANPOWER, INC.**
2. The address of the registered office is 1066 South Boulevard West, Chipley, Florida 32428.
3. The name of the registered agent at the registered office is **JENEE TRAWICK.**

Dated January 31, 1996.

COMMUNICATION MANPOWER, INC.

By: 
James L. Trawick, Jr.,
Its President

Having been named as registered agent and to accept service of process for the above-named corporation at the place designated in this certificate, I hereby accept the appointment as registered agent and agree to act in this capacity. I further agree to comply with the provisions of all statutes relating to the proper and complete performance of my duties, and I am familiar with and accept the obligations of my position as registered agent.

Dated January 31, 1996.


Jenee Trawick

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