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FILED
MAR 21 PM 3:07
TALLAHASSEE, FLORIDA

Division of Corporations
Department of State
P.O. Box 6327
Tallahassee, FL 32314

Dear Division of Corporations:

Enclosed please find Articles of Incorporation for Advantage Employer Services, Inc along with a check in the amount of \$70.00 for filing fee and designation of registered agent.

Also enclosed is a photocopy of the Articles. Please return this to me with the filing date stamped on it.

Thank you,

Allen L. Richards

13074 VIA FLAVIA
PLACIDA, FLA 33946

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*****70.00 *****70.00

3/26/96
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ARTICLES OF INCORPORATION

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1. The name of the corporation is: ADVANTAGE EMPLOYER SERVICES, INC.
2. The principal place of business and mailing address of the corporation is:
13074 Via Flavia
Placida, FL 33946
3. The corporation shall have the authority to issue 1000 shares of common stock, in one class only, each with a par value of \$ 100.00.
4. The registered agent of the corporation is Allen L. Richards and the registered address is 13074 Via Flavia, Placida, Florida 33946.
5. The initial Board of Directors shall have 2 members whose names and addresses are as follows:
Allen L. Richards; 13074 Via Flavia; Placida, FL 33946
Melvin Kugler; 245 Sportsman Ct., Rotonda West, FL 33947

The number of directors may be raised or lowered by amendment of the bylaws of the corporation but shall in no case be less than one.

6. The incorporator of this corporation is Allen L. Richards whose address is 13074 Via Flavia; Placida, Florida 33946.

Dated 3-18-96

Allen L Richards
Incorporator

Having been named as registered agent and to accept service of process for the above stated 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 am familiar with and accept the obligations of my position as registered agent.

Dated 3-18-96

Allen L Richards
Registered Agent