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PHARAINGERS ACCOUNT NO. :

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REFERENCE :

AUTHORIZATION :

COST LIMIT : \$ PREPAID

ORDER DATE : August 12, 1996

ORDER TIME : 10:23 AM

ORDER NO. : 050049

CUSTOMER NO: 12088A 41:00:00 1:01:50:54 -08/12/96--01038--012 +****70.00 ******70.00

CUSTOMER:

Thomas F. Kerney, Esq THOMAS F. KERNEY, ESQ

Suite 210

1516 East Hillcrest Street

Orlando, FL 32803

DOMESTIC FILING

NAME:

UNION INVESTMENT CONSULTANTS,

INC.

EFFECTIVE DATE:

XX ARTICLES OF INCORPORATION

CERTIFICATE OF LIMITED PARTNERSHIP

PLEASE RETURN THE FOLLOWING AS PROOF OF FILING:

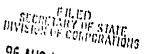
CERTIFIED COPY

PLAIN STAMPED COPY

CERTIFICATE OF GOOD STANDING

CONTACT PERSON: Victoria L. Perez

EXAMINER'S INITIALS:



ARTICLES OF INCORPORATION

96 AUG 12 PH 1: 15

OF

UNION INVESTMENT CONSULTANTS, INC.

The undersigned incorporator, being competent to contract, subscribes to these Articles of Incorporation to form a corporation for profit under the laws of the State of Florida.

ARTICLE I - NAME AND ADDRESS

The name of this Corporation is:

Union Investment Consultants, Inc.

The address of the principal office of the Corporation is 2788 River Ridge Dr., Orlando, FL 32825, and the mailing address is: P.O. Box 2161, Winter Park, FL 32790.

ARTICLE II - NATURE OF BUSINESS

This corporation may engage or transact in any or all lawful activities or business permitted under the laws of the United States, the State of Florida or any other state, country, territory

ARTICLE III - Capital Stock

The maximum number of shares of stock that this corporation is authorized to have outstanding at any one time is one hundred thousand (100,000) shares of common stock having a par value of ONE CENT (\$.01) per share.

ARTICLE IV - TERM OF EXISTENCE

The corporate existence shall commence on the date of filing of these Articles and shall continue perpetually.

ARTICLE V - INITIAL REGISTERED OFFICE AND AGENT

The street address of the initial registered office of this Corporation is 2788 River Ridge Dr., Orlando, Florida 32825, and the name of the initial registered agent of this Corporation at that address is Byron W. Giltz. Charles are maying a second of the second and an area of a control of the second and a second and a second as a se

ARTICLE VI - DIRECTORS

There shall be two (2) members of the initial Board of Directors of the Corporation. The number of persons constituting the Board of Directors may be increased or decreased from time to time by the Board of Directors or the Shareholders in accordance with the Bylaws of this Corporation, but there shall always be at created, may be filled and any additional directors may be elected by the Shareholders of this Corporation at their next annual such vacancies; provided, however, any vacancy may be filled by the remaining Directors until the Shareholders have acted to fill the vacancy. The names and addresses of the persons who are to serve as Directors until the first election thereof are as follows:

Byron W. Giltz P.O. Box 2161 Winter Park, FL 32790

Carole M. Giltz P.O. Box 2161 Winter Park, FL 32790

ARTICLE VII - BYLAWS

The power to adopt, alter, amend or repeal Bylaws shall be vested in the Board of Directors. Any Bylaws adopted by the Board of Directors may be repealed, changed, or new bylaws may be adopted by the vote of a majority of the stock entitled to vote thereon, and the Shareholders may prescribe in any Bylaw made by them that such Bylaw shall not be altered, amended or repealed by the Board of Directors.

ARTICLE VIII - AMENDMENTS TO ARTICLES OF INCORPORATION

These Articles of Incorporation may be amended in the manner provided by law.

ARTICLE IX - INCORPORATOR

The name and street address of the incorporator signing these Articles is:

Byron W. Giltz 2788 River Ridge Dr. Orlando, FL 32825

ARTICLE X - INDEMNIFICATION

The Corporation shall indemnify any officer, director or employee of the Corporation, or any former officer, director or employee of the Corporation, to the full extent permitted by and as set forth in the Florida General Corporation Act.

IN WITNESS WHEREOF, the undersigned Incorporator has executed these Articles of Incorporation this 7/2 day of August, 1996.

Byron W. Selty

ACCEPTANCE OF APPOINTMENT OF REGISTERED AGENT

The undersigned hereby accepts the appointment to serve as the initial registered agent of Union Investment Consultants, Inc.

Byron W. Giltz

SECRETARY OF STATE DIVISION OF COMPOSATIONS