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FILED
SECRETARY OF STATE
DIVISION OF CORPORATIONS
96 AUG 16 AM 11:41

August 16, 1996

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*****78.75 *****78.75

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

Subject: Formation of Corporation: Signature Staffing Systems, Inc.

Dear Sirs:

Please find enclosed the original and (1) copy of the articles of incorporation and a check for \$78.75. This is a filing fee and payment for a status certificate.

Thank You,

J. Robert Griffin
J. Robert Griffin

Will Wait

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DIVISION OF CORPORATIONS

D. BROWN AUG 16 1996

SIGNATURE STAFFING SYSTEMS, INC.

ARTICLES OF INCORPORATION

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**ARTICLE I
NAME OF CORPORATION**

The name of the Corporation shall be Signature Staffing Systems, Inc.

**ARTICLE II
ADDRESS OF CORPORATION**

The initial principal address of Signature Staffing Systems, Inc., shall be Signature Staffing Systems, Inc., 2559 Shiloh Way, Tallahassee, Florida 32308.

**ARTICLE III
PURPOSE OF CORPORATION**

The purpose of the Corporation shall be to engage in any lawful acts or activities for which corporations may be organized under the General Corporation Laws of Florida.

**ARTICLE IV
SHARES OF STOCK**

The total number of shares of stock which the Corporation shall have the authority to issue is One Hundred Thousand (100,000) shares of Common Stock, all of one class, having a par value of \$1.00 per share.

**ARTICLE V
NAME AND ADDRESS OF INCORPORATOR**

The name and address of the Incorporator is J. Robert Griffin, J. Robert Griffin & Associates, P.A., 2559 Shiloh Way, Tallahassee, Florida 32308.

ARTICLE VI DIRECTORS

The powers of the Incorporator shall terminate upon the filing of these Articles of Incorporation, and the following persons, having the indicated mailing addresses, shall serve as directors of the Corporation until the first annual meeting of the stockholders of the Corporation or until their successor or successors are elected and qualify:

Daniel S. Larson

17744 Greystone Terrace
Chesterfield, Missouri 63005

Janison J. Ashby

31591 Via Quixote
San Juan Capistrano, California 92675

Sherri L. Medina

25721 Rain Tree Road
Laguna Hills, California 92653

Kim Shepherd

123 Fleurance Street
Laguna Niguel, California 92677

Lonnie Kiracofe

648 6th Avenue North
Tierra Verde, Florida 33715

ARTICLE VII ELECTION OF OFFICERS AND DIRECTORS

The number of directors of the Corporation shall be such number as from time to time shall be fixed by, or in the manner provided in, the by-laws of the Corporation. Unless and except to the extent that the by-laws of the Corporation shall otherwise require, the election of directors of the Corporation need not be by written ballot.

ARTICLE VIII NAME AND ADDRESS OF INITIAL REGISTERED AGENCY

The name and address of the initial registered agent of the Corporation is J. Robert Griffin, J. Robert Griffin & Associates, P.A., 2559 Shiloh Way, Tallahassee, Florida 32308.

ARTICLE IX
LIMITED LIABILITY OF OFFICERS AND DIRECTORS

No director or officer of the Corporation shall be liable to the Corporation or its stockholders for monetary damages for breach of fiduciary duty as a director or officer, provided that nothing contained herein shall eliminate or limit the liability of a director or officer (1) for any breach of the director or officer's duty of loyalty to the organization; (2) for acts or omissions not in good faith or which involve intentional misconduct or a knowing violation of law; (3) for any transaction from which the officer or director derived an improper personal benefit. Any repeal or modification of this article shall be prospective only and shall not adversely affect any right or protection of, or any limitation on the liability of, a director or officer existing at the time of, or arising out of facts or incidents prior to the time of, the effectiveness of such repeal or modification.

ARTICLE X
AMENDMENT OF ARTICLES OF INCORPORATION

Signature Staffing Systems, Inc. reserves the right at any time, and from time to time, to amend, alter, change, or repeal any provision contained in these Articles of Incorporation, and other provisions authorized by the laws of Florida at the time in force may be added or inserted, in the manner now or hereafter prescribed by law; and all rights, preferences and privileges of whatsoever nature conferred upon officers and directors by and pursuant to these Articles of Incorporation in their present form or as hereafter amended are granted subject to the rights reserved in this Article.

ARTICLE XI
BY-LAWS

In furtherance of the Powers conferred by the laws of the State of Florida, the Board of Directors of the Corporation is expressly authorized and empowered to adopt, amend, and repeal by-laws of the Corporation.

The undersigned incorporator has executed these Articles of Incorporation this 16th day of August, 1996.

J. ROBERT GRIFFIN
2559 Shiloh Way
Tallahassee, Florida 32308
(904) 386-2589
Fax: (904) 386-5523


J. ROBERT GRIFFIN

CERTIFICATE OF DESIGNATION OF REGISTERED AGENT/REGISTERED OFFICE

PURSUANT TO THE PROVISIONS OF SECTION 607.0501 or 617.0501, FLORIDA
STATUTES, THE UNDERSIGNED CORPORATION, ORGANIZED UNDER THE LAWS
OF THE STATE OF FLORIDA, SUBMITS THE FOLLOWING STATEMENT IN DESIGN-
ATING THE REGISTERED OFFICE/REGISTERED AGENT, IN THE STATE OF
FLORIDA.

1. The name of the corporation is: SIGNATURE STAFFING SYSTEMS, INC.

2. The name and address of the registered agent and office is:

J. ROBERT GRIFFIN

(Name)

J. ROBERT GRIFFIN & ASSOC., P.A.: 2559 Shiloh Way
(P.O. Box not acceptable)

Tallahassee, Florida 32308

(City/State/Zip)

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*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 perfor-
mance of my duties, and I am familiar with and accept the obligations of my position
as registered agent.*

J. Robert Griffin
(Signature)

08/16/96

(Date)