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MC AUG 23 1996

EFFECTIVE DATE

8/20/96

ARTICLES OF INCORPORATION
OF
GLT COMMERCIAL SERVICES, INC.

FILED
96 AUG 21 AM 9:18
SECRETARY OF STATE
TALLAHASSEE, FLORIDA

ARTICLE I - NAME

The name of this corporation is GLT COMMERCIAL SERVICES, INC.

ARTICLE II - PRINCIPAL OFFICE

The address of the principal office of this corporation is 206 North Florida Avenue, Lakeland, FL 33801, and the mailing address of this corporation is P.O. Box 3829, Lakeland, FL 33802.

ARTICLE III - DURATION

This corporation shall have perpetual existence, commencing on the date of execution and acknowledgement of these Articles.

ARTICLE IV - PURPOSE

This corporation is organized for the purpose of transacting any and all lawful business.

ARTICLE V - CAPITAL STOCK

This corporation is authorized to issue 10,000 shares of voting common stock having a par value of \$1.00 per share.

ARTICLE VI - INITIAL REGISTERED OFFICE
AND REGISTERED AGENT

The street address of the initial registered office of this corporation is 206 North Florida Avenue, Lakeland, FL 33801, and the name of the initial registered agent of this corporation at that office is Bill Wise.

ARTICLE VII - INITIAL BOARD OF DIRECTORS

This corporation shall have two (2) directors initially. The number of directors may be either increased or diminished from time to time in accordance with the Bylaws, but shall never be less than one (1). The names and addresses of the initial directors of the corporation are:

Bill Wise
P.O. Box 3829
Lakeland, FL 33802

Brenda Wise
P.O. Box 3829
Lakeland, FL 33802

ARTICLE VIII - INCORPORATOR

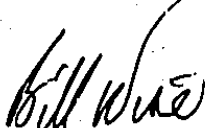
The name and address of the Incorporator is:

Bill Wise
P.O. Box 3829
Lakeland, FL 33802

ARTICLE IX - INDEMNIFICATION

This corporation shall indemnify any officer or director, or any former officer or director, to the full extent permitted by law.

IN WITNESS WHEREOF, the undersigned has executed these Articles of Incorporation this 20th day of August, 1996.

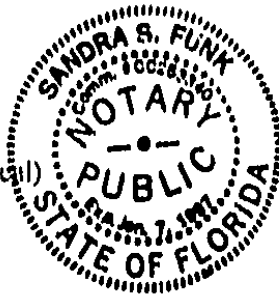


BILL WISE, Incorporator

STATE OF FLORIDA
COUNTY OF POLK

The foregoing Articles of Incorporation were acknowledged before me this 20th day of August, 1996, by Bill Wise, who is personally known to me.

(Affix Notary Seal)



Sandra S. Funk
NOTARY PUBLIC, State at Large
Print name: SANDRA S. FUNK
My commission expires: 1-7-97

ACCEPTANCE OF REGISTERED AGENT

THE UNDERSIGNED, HAVING BEEN NAMED AS REGISTERED AGENT AND TO ACCEPT SERVICE OF PROCESS FOR THE ABOVE STATED CORPORATION AT THE PLACE DESIGNATED IN THE FOREGOING ARTICLES OF INCORPORATION, HEREBY ACCEPTS THE APPOINTMENT AS SUCH REGISTERED AGENT AND AGREES TO ACT IN THIS CAPACITY. THE UNDERSIGNED FURTHER AGREES TO COMPLY WITH THE PROVISIONS OF ALL STATUTES RELATING TO THE PROPER AND COMPLETE PERFORMANCE OF THE UNDERSIGNED'S DUTIES. THE UNDERSIGNED FURTHER CERTIFIES THAT THE UNDERSIGNED IS FAMILIAR WITH AND ACCEPTS THE OBLIGATIONS OF SUCH POSITION AS REGISTERED AGENT.

SIGNATURE:

Bill Wise

BILL WISE

DATE: August 20, 1996

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TALLAHASSEE, FLORIDA