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JOHN P. RODGOW III  
JOHN G. STINSON

SIDNEY L. SCHUGG  
1998 - 1999  
PAUL M. CARMICHAEL  
1999 - 1994  
WILLIAM D. PRIDGON  
1993 - 1990  
MICHAEL VAUGHN  
1946 - 1982

RETIRED  
RAY D. HELPLING  
WILLIAM M. LONG

**EFFECTIVE DATE**

9-9-96

September 9, 1996

Corporate Records Bureau  
Division of Corporations  
Department of State  
Post Office Box 6327  
Tallahassee, Florida 32314

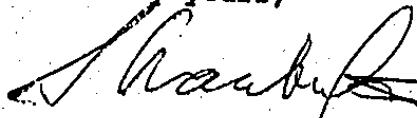
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-09/11/96--01054--002  
\*\*\*\*\*70.00 \*\*\*\*\*70.00

**RE: CAREER CONCEPTS & ASSOCIATES, INC.**

Dear Sir or Madam:

Enclosed please find Articles of Incorporation for the above-referenced corporation. Please file same in your usual manner. I have enclosed a check in the amount of \$70.00 for filing fees and registered agent designation.

Sincerely yours,

  
Steven M. Chamberlain

Enclosures

FILED  
96 SEP 11 AM 9:04  
SECRETARY OF STATE  
TALLAHASSEE, FLORIDA

NC SEP 12 1996

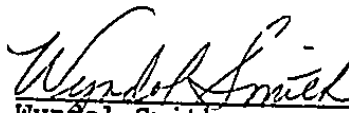
**EFFECTIVE DATE**

09-09-96

**ARTICLES OF INCORPORATION OF  
CAREER CONCEPTS & ASSOCIATES, INC.**

1. Name. The name of the corporation is: CAREER CONCEPTS & ASSOCIATES, INC.
2. Purpose. The corporation may engage in any legal business.
3. Stock. The maximum number and class of shares of capital stock this corporation is authorized to have outstanding is 1,000 shares of common capital stock of a par value of \$1.00 per share. The corporation shall have a lien on its shares of stock for any debt or liability incurred to it by a stockholder before being notified of the transfer or levy on such shares.
4. Existence. The corporation shall have perpetual existence. The corporation shall commence existence on September 9, 1996.
5. Registered Agent. The initial street address in the State of Florida of the initial registered office of the proposed corporation is 2770 N.W. 43rd Street, Gainesville, Florida 32606 and the name of its initial registered agent at such address is Wyndol Smith.
6. Location. The business location and mailing address is 2770 N.W. 43rd Street, Gainesville, Florida 32606.
7. Management. Business of the corporation shall be managed by the stockholder.
8. Incorporator. The name and address of the person signing these Articles of Incorporation as incorporator is as follows: Wyndol Smith, 2770 N.W. 43rd Street, Gainesville, Florida 32606.

The undersigned, being the original incorporator and registered agent hereinbefore named, for the purpose of forming a corporation to do business both within and without the State of Florida, does make, subscribe, acknowledge and file these Articles, hereby declaring and certifying that the facts herein stated are true, that the undersigned is familiar with and accepts the duties and obligations as registered agent for said corporation and accordingly, has executed this document on this 9th day of September, 1996.

  
Wyndol Smith

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46 SEP 11 AM 9:04  
SECRETARY OF STATE  
TALLAHASSEE, FLORIDA