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**IRB**

INTERNATIONAL RESEARCH BUREAU, INC.  
POST OFFICE BOX 14189 • TALLAHASSEE, FL 32317  
(804) 942-2500

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FILED  
SEP 20 PM 3 54  
SECRETARY OF STATE  
TALLAHASSEE, FLORIDA

**CORPORATION NAME(S) & DOCUMENT NUMBER(S) (if known):**

1. DANL INC.  
(Corporation Name) (Document #)
2. \_\_\_\_\_  
(Corporation Name) (Document #)
3. \_\_\_\_\_  
(Corporation Name) (Document #)
4. \_\_\_\_\_  
(Corporation Name) (Document #)

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☐ Mail out ☐ Will wait ☐ Photocopy ☐ Certificate of Status

RECEIVED  
SEP 20 PM 3 13  
DIVISION OF CORPORATION

NEW FILINGS	
<input checked="" type="checkbox"/>	Profit
<input type="checkbox"/>	NonProfit
<input type="checkbox"/>	Limited Liability
<input type="checkbox"/>	Domestication
<input type="checkbox"/>	Other

AMENDMENTS	
<input type="checkbox"/>	Amendment
<input type="checkbox"/>	Resignation of R.A. Officer/Director
<input type="checkbox"/>	Change of Registered Agent
<input type="checkbox"/>	Dissolution/Withdrawal
<input type="checkbox"/>	Merger

OTHER FILINGS	
<input type="checkbox"/>	Annual Report
<input type="checkbox"/>	Fictitious Name
<input type="checkbox"/>	Name Reservation

REGISTRATION/ QUALIFICATION	
<input type="checkbox"/>	Foreign
<input type="checkbox"/>	Limited Partnership
<input type="checkbox"/>	Reinstatement
<input type="checkbox"/>	Trademark
<input type="checkbox"/>	Other

Examiner's Initials MC

**ARTICLES OF INCORPORATION**

**OF**

**DLANL, INC.**

The undersigned, acting as the incorporator of the Corporation under the Florida Business Corporation Act, adopts the following Articles of Incorporation for such Corporation:

**ARTICLE I**

**NAME OF THE CORPORATION**

The name of this Corporation shall be **DLANL, INC.**

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TALLAHASSEE, FLORIDA

**ARTICLE II**

**PERIOD OF DURATION**

The period of duration of the Corporation is perpetual.

**ARTICLE III**

**PURPOSE**

The Corporation is organized for the purpose of engaging in any activity or business permitted under the laws of the United States and of this State.

#### **ARTICLE IV**

##### **AUTHORIZED SHARES**

**Number:** The aggregate number of shares that the Corporation shall have the authority to issue is 1,000 shares of Capital Stock. **Initial Issue:** 100 shares of the Capital Stock of the Corporation shall be issued for adequate consideration in the following manner:

**DOUGLAS F. LINNERT**

**One Hundred (100) Shares  
as Tenants by the Entireties**

**and**

**NANCY E. LINNERT**

**Dividends:** The holders of the outstanding capital stock shall be entitled to receive, when and as declared by the Board of Directors, dividends payable either in cash, in property, or in shares of the capital stock of the Corporation.

**No Classes of Stock:** The shares of the Corporation are not to be divided into classes.

#### **ARTICLE V**

##### **REGISTERED OFFICE AND AGENT**

The initial street address in Florida of the initial registered office of the Corporation is 1115 E. Altamonte Drive, Altamonte Springs, Florida 32701 and the name of the initial registered agent at such address is **DOUGLAS F. LINNERT**.

**ARTICLE VI**

**PRINCIPAL OFFICE**

The Principal Office of the corporation shall be 1115 E. Altamonte Drive, Altamonte Springs, Florida 32701.

**ARTICLE VII**

**BOARD OF DIRECTORS**

This corporation shall have One (1) he constituting the initial Board of Directors. The he need not be a resident of the State of Florida or Shareholders of the corporation.

Majority vote of the Board of Directors is required to constitute a quorum for the transaction of business. Only a majority act of the Directors shall constitute an act of the Board of Directors.

The name and address of the person(s) who shall serve as Director(s) until successors shall have been elected and qualified, is as follows:

<b><u>NAME</u></b>	<b><u>ADDRESS</u></b>
<b>DOUGLAS F. LINNERT</b>	<b>1115 E. Altamonte Drive Altamonte Springs, Florida 32701</b>

**ARTICLE VIII**

**INCORPORATORS**

The names and addresses of the initial incorporators are as follows:

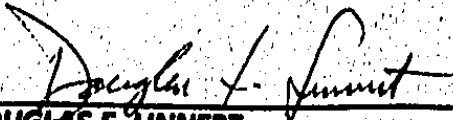
<b><u>NAME</u></b>	<b><u>ADDRESS</u></b>
<b>DOUGLAS F. LINNERT</b>	<b>1115 E. Altamonte Drive Altamonte Springs, Florida 32701</b>

**ARTICLE IX**

**PREEMPTIVE RIGHTS OF SHAREHOLDERS**

The holders of the common stock of this Corporation shall have preemptive rights to purchase, at prices, terms and conditions that shall be fixed by the Board of Directors, such as the shares of the stock of this Corporation as may be issued for money, or property or services from time to time, in addition to that stock authorized by the Corporation. The preemptive rights of any holder is determined by the ratio of the authorized shares of common stock held by the holder to all shares of common stock currently authorized.

IN WITNESS WHEREOF, the undersigned has made and subscribed to these Articles of Incorporation at Orange County, Florida on this 19th day of September, 1996.

  
\_\_\_\_\_  
DOUGLAS F. LINNERT


STATE OF FLORIDA

COUNTY OF ORANGE

The foregoing Articles of Incorporation were acknowledged before me this 19th day of September, 1996, by DOUGLAS F. LINNERT, who has produced a driver's license as identification or who is personally known to me.



OFFICIAL SEAL  
STEVEN R. KUTNER  
My Commission Expires  
Oct. 28, 1996  
Comm. No. 00238007

  
\_\_\_\_\_  
Steven R. Kutner, Notary Public  
Commission No. CC232967  
My Commission Expires:

**CERTIFICATE DESIGNATING PLACE OF BUSINESS  
OR DOMICILE FOR THE SERVICES OF PROCESS WITHIN  
THIS STATE, NAMING AGENT UPON WHOM PROCESS MAY BE SERVED**

**In compliance with Section 48.091, Florida Statutes, the following is submitted:**

**That DLNL, INC., desiring to organize under the laws of the State of Florida, with its principal office, as indicated in the Articles of Incorporation, at Altamonte Springs, Seminole County, State of Florida, has named DOUGLAS F. LINNERT located at 1115 E. Altamonte Drive, Altamonte Springs, Florida 32701 as its agent to accept service of process within this state.**

**ACKNOWLEDGEMENT**

**Having been named to accept service of process for the above-named Corporation, at the place designated in this certificate, the undersigned agrees to act in this capacity, and agrees to comply with the provisions of Florida law relative to keeping the designated office open.**

**Date: September 19, 1996**

  
**DOUGLAS F. LINNERT**

**FILED**  
**96 SEP 20 PM 3:55**  
**SECRETARY OF STATE**  
**TALLAHASSEE, FLORIDA**

I.R.B. P96000078499

Requestor's Name  
Po Box 14189  
Address  
Tallahassee, FL 32301  
City/State/Zip  
Phone #  
904-742-2500

400001963324  
-10/03/96--01002--009  
\*\*\*\*\*95.00 \*\*\*\*\*95.00  
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CORPORATION NAME(S) & DOCUMENT NUMBER(S), (if known):

1. ~~DLANK~~ DLANK, INC.  
(Corporation Name) (Document #)
2. \_\_\_\_\_  
(Corporation Name) (Document #)
3. \_\_\_\_\_  
(Corporation Name) (Document #)
4. \_\_\_\_\_  
(Corporation Name) (Document #)

☒ Walk in ☒ Pick up time 4:00 ☐ Certified Copy  
☐ Mail out ☐ Will wait ☐ Photocopy ☐ Certificate of Status

NEW FILINGS	
<input type="checkbox"/>	Profit
<input type="checkbox"/>	NonProfit
<input type="checkbox"/>	Limited Liability
<input type="checkbox"/>	Domestication
<input type="checkbox"/>	Other

AMENDMENTS	
<input checked="" type="checkbox"/>	Amendment
<input type="checkbox"/>	Resignation of R.A., Officer/ Director
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<input type="checkbox"/>	Merger

OTHER FILINGS	
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<input type="checkbox"/>	Reinstatement
<input type="checkbox"/>	Trademark
<input type="checkbox"/>	Other

FILED  
96 OCT -2 PM 4:27  
SECRETARY OF STATE  
TALLAHASSEE, FLORIDA  
RECEIVED  
96 OCT -2 PM 3:52  
DIVISION OF CORPORATION

*[Handwritten signature]*  
10/3/96

Examiner's Initials *[Signature]*

**ARTICLES OF AMENDMENT  
TO  
ARTICLES OF INCORPORATION**

**DLANL, INC.**  
(present name)

Pursuant to the provisions of Section 607.1006 Florida Statutes, this corporation adopts the following Articles of Amendment to its Articles of Incorporation:

**FIRST:** Amendment(s) adopted: *(indicate article number(s) being*

**WWD TITLE & APPRAISAL SERVICES, INC.**

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TALLAHASSEE, FLORIDA

**SECOND:** If an amendment provides for an exchange, reclassification or cancellation of issued shares, provisions for implementing the amendment if not contained in the amendment itself, are as follows:

**THIRD:** The date of each amendment's adoption: October 1, 1996

**FOURTH:** Adoption of Amendment(s) (check one)



**X** The amendment(s) was/were approved by the shareholders. The number of votes cast for the amendment(s) was sufficient for approval.

The amendment(s) was/were approved by the shareholders through voting groups.

*The following statement must be separately provided for each voting group entitled to vote separately on the amendment(s):*

"The number of votes cast for the amendment(s) was/were sufficient for approval by \_\_\_\_\_"  
(voting group)

The amendment(s) was/were adopted by the board of directors without shareholder action and shareholder action was not required.

The amendment(s) was/were adopted by the incorporators without shareholder action and shareholder action was not required.

Signed this 1<sup>st</sup> day of October, 1996.

Signature

*Douglas L. Linnert*

(By the Chairman or Vice Chairman of the Board of Directors, President or other officer if adopted by the shareholders)

OR

(By a Director if adopted by the Directors)

OR

(By an Incorporator if adopted by the Incorporators)

**DOUGLAS LINNERT**

Typed or Printed Name

President

Title

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INTERNATIONAL RESEARCH BUREAU, INC.  
POST OFFICE BOX 14189 • TALLAHASSEE, FL 32317

(904) 942-2500

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03/27/97-01101-014 1  
\*\*\*\*\*95.00 \*\*\*\*\*95.00

CORPORATION NAME(S) & DOCUMENT NUMBER(S) (if known):

1. Employee Screening & Assessments Inc.  
(Corporation Name) (Document #)
2. \_\_\_\_\_  
(Corporation Name) (Document #)
3. \_\_\_\_\_  
(Corporation Name) (Document #)
4. \_\_\_\_\_  
(Corporation Name) (Document #)

- ☒ Walk in ☒ Pick up time 4:30 ☐ Certified Copy  
☐ Mail out ☐ Will wait ☐ Photocopy ☐ Certificate of Status

NEW FILINGS	
Profit	
NonProfit	
Limited Liability	
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Other	

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Amendment	
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Fictitious Name	
Name Reservation	

REGISTRATION/ QUALIFICATION	
Foreign	
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Reinstatement	
Trademark	
Other	

Examiner's Initials

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97 MAR 27 PM 3:48  
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97 MAR 27 PM 2:21  
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DIVISION OF CORPORATIONS  
TALLAHASSEE, FLORIDA

3/27  
Name Change

**ARTICLES OF AMENDMENT**

**TO**

**ARTICLES OF INCORPORATION**

**WWD TITLE & APPRAISAL SERVICES, INC.**

(present name)

**FILED**  
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SECRETARY OF STATE  
TALLAHASSEE FLORIDA

Pursuant to the provisions of Section 607.1006 Florida Statutes, this corporation adopts the following Articles of Amendment to its Articles of Incorporation:

**FIRST:** Amendment(s) adopted: *(indicate article number(s) being*

**ARTICLE I**

**NAME OF THE CORPORATION**

The name of this Corporation shall be **EMPLOYEE SCREENING & ASSESSMENTS, INC.**

**SECOND:** If an amendment provides for an exchange, reclassification or cancellation of issued shares, provisions for implementing the amendment if not contained in the amendment itself, are as follows:

**THIRD:** The date of each amendment's adoption: **March 26, 1997**

**FOURTH:** Adoption of Amendment(s) (check one)

☒ The amendment(s) was/were approved by the shareholders. The number of votes cast for the amendment(s) was sufficient for approval.

☐ The amendment(s) was/were approved by the shareholders through voting groups.

*The following statement must be separately provided for each voting group entitled to vote separately on the amendment(s):*

"The number of votes cast for the amendment(s) was/were sufficient for approval by \_\_\_\_\_."  
(voting group)

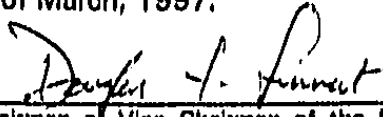
☐ The amendment(s) was/were adopted by the board of directors without

shareholder action and shareholder action was not required.

The amendment(s) was/were adopted by the incorporators without  
shareholder action and shareholder action was not required.

Signed this 26th day of March, 1997.

Signature



(By the Chairman or Vice Chairman of the Board of  
Directors, President or other officer if adopted by the  
shareholders)

OR

(By a Director if adopted by the Directors)

OR

(By an incorporator if adopted by the incorporators)

**DOUGLAS LINNERT**

Typed or Printed Name

President

Title