

DAVID R. ELLIS
ATTORNEY AT LAW

BAY PROFESSIONAL CENTER
3211 EAST BAY DRIVE
TARGO, FLORIDA 34641
TEL (813) 531-1111
FAX (813) 531-5088
PATENT COUNSEL
JOSEPH E. M. GRIFFIN

COMPUTER LAW
CORPORATION AND
BUSINESS LAW
COPYRIGHTS & TRADEMARKS
LICENSING & FRANCHISING
ENTERTAINMENT LAW
CONTRACT LAW

November 26, 1996

96000098549
Secretary of State
Florida Division of Corporations
Bureau of Corporate Records
P.O. Box 6327
Tallahassee, Florida 32314

Re: INDUSTRIAL STAFFING, INC.

Dear Madam:

Enclosed are the original and one copy of the Articles of Incorporation for the above-captioned Florida Corporation. Also enclosed is our check to cover the filing fees and costs.

Please file the enclosed Articles of Incorporation and return a copy stamped filed to the undersigned.

Thank you for your courtesies in this matter.

Very truly yours,

David R. Ellis

David R. Ellis

DRE:jm

Enclosures

cc: Mr. James W. Merchant, Jr.

56 DEC -2 PM 4:50

FILED

12/5

ARTICLES OF INCORPORATION
OF
INDUSTRIAL STAFFING, INC.

96 DEC -2 PM 4:50
SECRETARY OF STATE
TALLAHASSEE FLORIDA

FILED

The undersigned subscriber to these Articles of Incorporation, a natural person competent to contract, hereby undertakes to form a Corporation for Profit under the Laws of the State of Florida.

ARTICLE I - NAME

The name of the Corporation shall be:
INDUSTRIAL STAFFING, INC.

ARTICLE II - NATURE OF BUSINESS

The general character or nature of the business to be transacted by this Corporation is to engage in any and all business permitted under the laws of the State of Florida.

ARTICLE III - CAPITAL STOCK

The maximum number of shares of stock that this Corporation is authorized to have outstanding at any time is: 10,000 shares of common stock with a par value of \$1.00 per share.

Authorized capital stock may be paid for in cash, services, or property, at a just value to be fixed by the Board of Directors of this Corporation at any regular or special meeting.

ARTICLE IV - INITIAL REGISTERED OFFICE AND AGENT

The street address of the initial registered office of this Corporation is to be:

4255 Humphrey Street, #2124
Hillsborough County
Tampa, Florida 33614

and the name of the initial registered and resident agent of this Corporation at that address is James W. Merchant, Jr.

ARTICLE V - ADDRESS

The initial street address of the principal office of the Corporation is to be:

4255 Humphrey Street, #2124
Hillsborough County
Tampa, Florida 33614

The Board of Directors may from time to time designate such other address and place for the principal office of this Corporation as it may see fit.

ARTICLE VI - DIRECTORS

The name and street address of the first Board of Directors who shall hold office until their successors are elected and have qualified are as follows:

James W. Merchant, Jr.
4255 Humphrey Street, #2124
Tampa, Florida 33614

Kellie T. Merchant
4255 Humphrey Street, #2124
Tampa, Florida 33614

ARTICLE VII - INCORPORATOR

The name and street address of the Incorporator of these Articles are as follows:

James W. Merchant, Jr.
4255 Humphrey Street, #2124
Tampa, Florida 33614

ARTICLE VIII - EFFECTIVE DATE

These Articles of Incorporation shall be effective upon receipt by the Secretary of State's office.

ARTICLE IX - AMENDMENT

These Articles of Incorporation may be amended in the manner provided by law. Every amendment shall be approved by the Board of Directors proposed by them to the stockholders, and approved at a stockholders meeting by a majority of the stock entitled to vote thereon unless all the directors and all the stockholders sign a written statement manifesting their intention that a certain amendment of these Articles of Incorporation be made.

IN WITNESS WHEREOF, the undersigned Incorporator of this Corporation has executed these Articles of Incorporation on November 21, 1996


James W. Merchant, Jr.

ACCEPTANCE OF REGISTERED AGENT

Having been named to accept service of process for the above-named corporation at the place designated in the Articles of Incorporation, the undersigned agrees to act in this capacity, and agrees to comply with the provisions of Section 48.091 relative to keeping open such office.

Date: 11/21/96

James W. Merchant, Jr.
James W. Merchant, Jr.

FILED
96 DEC -2 PM 4:50
SECRETARY OF STATE
TALLAHASSEE FLORIDA