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- * Board Certified Wills, Trusts and Estates
- † Board Certified Business Bankruptcy—American Bankruptcy Board of Certification
- * Board Certified Civil Trial
- * Board Certified Real Estate
- Δ Certified Circuit Court Mediator

December 3, 1996

o/fb 12/3/96

FEDERAL EXPRESS

Corporate Records Bureau
Division of Corporations
Department of State
409 E. Gaines Street
Tallahassee, Florida 32301

300002019563--9
-12/04/96--01080--009
***122.50 ***122.50

EFFECTIVE DATE
12-3-96

Re: Filing of Articles of Incorporation for
TBM Staffing, Inc.

Dear Sir or Madam:

Enclosed are the Articles of Incorporation for TBM Staffing, Inc., together with a Certificate Designating Place of Business or Domicile for Service of Process Within Florida, Naming Agent Upon Whom Service May Be Made. We enclose a check in the amount of \$122.50 to cover the following fees:

Fee for filing Articles of Incorporation	\$ 35.00
Fee for filing Certificate Designating Registered Agent	35.00
Fee for certified copy of Articles of Incorporation	<u>52.50</u>
TOTAL	\$122.50

FILED
96 DEC -4, PM 12:19
SECRETARY OF STATE
TALLAHASSEE, FLORIDA

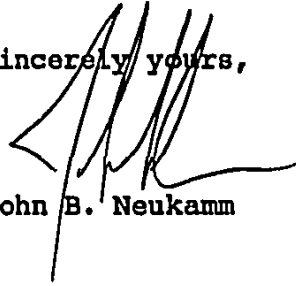
In accordance with F.S. 607.0203(1), the corporation began its existence on December 3, 1996, when the Articles were subscribed. I understand that you will file the Articles within five (5) days from that date, in compliance with that statute.

KR
12-12-96

Corporate Records Bureau
December 3, 1996
Page 2

Please forward the Certificate of Incorporation and a
certified copy of the Articles of Incorporation to this office.
Thank you for your cooperation in this matter.

Sincerely yours,



John B. Neukamm

Enclosures

cc: Mr. Kevin Little

JBN\02\8449

FILED
96 DEC -4 PM 12:19
SECRETARY OF STATE
TALLAHASSEE, FLORIDA

EFFECTIVE DATE
12.3.96

Articles of Incorporation
of
TBM Staffing, Inc.

FILED
96 DEC -4 PM 12:19
SECRETARY OF STATE
TALLAHASSEE, FLORIDA

The undersigned hereby executes and acknowledges these Articles of Incorporation for the purpose of forming a corporation in accordance with the laws of the State of Florida.

ARTICLE I
Name and Principal Office

The name of the corporation shall be TBM Staffing, Inc. The initial principal office and mailing address for the corporation shall be c/o Ketchey Horan, P.A., 100 North Tampa Street, Suite 1900, Tampa, Florida 33602.

ARTICLE II
Term of Existence

This corporation shall have perpetual existence, commencing on December 3, 1996.

ARTICLE III
Purpose

The general purpose of this corporation shall be to transact any and all lawful business for which corporations may be incorporated under the Florida General Corporation Act.

ARTICLE IV
Powers

This corporation shall have all powers conferred by the laws of the State of Florida upon corporations, including, but not limited to, the power:

- (a) To have perpetual succession by its corporate name;
- (b) To sue and be sued, complain, and defend in its corporate name in all actions or proceedings;
- (c) To have a corporate seal, which may be altered at pleasure, and to use the same by causing it, or a facsimile thereof, to be impressed, affixed, or in any other manner reproduced;
- (d) To purchase, take, receive, lease, or otherwise acquire, own, hold, improve, use, and otherwise deal in and with real and personal property or any interest therein, wherever situated;

(e) To sell, convey, mortgage, pledge create a security interest in, lease, exchange, transfer, and otherwise dispose of all or any part of its property and assets;

(f) To lend money to and use its credit to assist its officers and employees to the full extent permitted by law;

(g) To purchase, take, receive, subscribe for, or otherwise acquire, own, hold, vote, use, employ, sell, mortgage, lend, pledge, or otherwise dispose of, and otherwise use and deal in and with, shares or other interests in, or obligations of, other domestic or foreign corporations, associations, partnerships, or individuals, or direct or indirect obligations of the United States or of any other government, state, territory, governmental district, or municipality or of any instrumentality thereof;

(h) To make contracts and guarantees and incur liabilities, borrow money at such rates of interest as the corporation may determine, issue its notes, bonds, and other obligations, and secure any of its obligations by mortgage or pledge of all or any of its property, franchises, and income;

(i) To lend money for its corporate purposes, invest and reinvest its funds, and take and hold real and personal property as security for the payment of funds so loaned or invested;

(j) To conduct its business, carry on its operations, and have offices and exercise the powers granted by the laws of the State of Florida within or without this State;

(k) To elect or appoint officers and agents of the corporation and define their duties and fix their compensation;

(l) To make and alter bylaws, not inconsistent with these Articles of Incorporation and the laws of the State of Florida, for the administration and regulation of the affairs of the corporation;

(m) To make donations for the public welfare or for charitable, scientific, or educational purposes;

(n) To transact any lawful business which the Board of Directors shall find will be in aid of governmental policy;

(o) To pay pensions and establish pension plans, profit sharing plans, stock bonus plans, stock option plans, and other incentive plans for any or all of its directors, officers, and employees and for any or all of the directors, officers, and employees of its subsidiaries;

(p) To provide insurance for its benefit on the life of any of its directors, officers or employees, or on the life of any shareholder for the purpose of acquiring at his death shares of its

stock owned by the shareholder or by the spouse or children of the shareholder;

(q) To be a promoter, incorporator, partner, member, associate, or manager of any corporation, partnership, joint venture, trust, or other enterprise; and

(r) To have and exercise all other powers necessary or convenient to effect its purposes.

ARTICLE V Capital Stock

This corporation is authorized to issue ten thousand (10,000) shares of Class A Common Stock having a par value of one cent (\$.01) per share and five million shares of Class B Common Stock having a par value of one cent (\$.01) per share. Holders of Class A Common Stock shall be entitled to one vote for each share of Class A Common Stock owned. Class B Common Stock shall not have any voting rights. Except for voting rights, there shall be no distinction between shares of Class A Common Stock and shares of Class B Common Stock. All or any part of the capital stock may be paid for in cash, in property, or in labor or services actually performed for the corporation. All stock shall be fully paid for when issued and shall be nonassessable.

ARTICLE VI Registered Office and Agent

The street address of the initial registered office of this corporation shall be 100 North Tampa Street, Suite 1900, Tampa, Florida 33602, and the name of its initial registered agent at such address shall be John B. Neukamm.

ARTICLE VII Directors

This corporation shall initially have one (1) director. The number of directors may be increased or decreased from time to time by the shareholders, provided that the corporation shall always have at least one director. The shareholders of the corporation may remove any director from office at any time with or without cause.

ARTICLE VIII Initial Director

The name and street address of the initial director of this corporation, who shall serve until his successors are duly elected and qualified, shall be:

Kevin Little
3325 Bayshore Boulevard, #D-38
Tampa, Florida 33629

ARTICLE IX
Incorporator

The name and street address of the incorporator of this corporation shall be John B. Neukamm, c/o Ketchey Horan, P.A., 100 North Tampa Street, Suite 1900, Tampa, Florida 33602.

ARTICLE X
Transactions with Corporations

No contract or other transaction between this corporation and any other corporation, and no other contract or transaction of this corporation, shall in any way be affected or invalidated by the fact that any director or officer of this corporation is pecuniarily or otherwise interested in any other corporation, or is a director or officer of any other corporation. Any director or officer may be a member, may be a party to, or may be pecuniarily or otherwise interested in any contract or transaction of this corporation, provided that the fact that he or such firm is so interested shall be disclosed or shall have been known to the Board of Directors. Any director or officer of this corporation who is also a director or officer of such other corporation or member of such firm, or who is so interested, may be counted in determining the existence of a quorum at any meeting of the Board of Directors of this corporation which shall authorize any such contract or transaction, with like force and effect as if he were not such officer or director of such other corporation or member of such firm, or not so interested.

ARTICLE XI
Bylaws

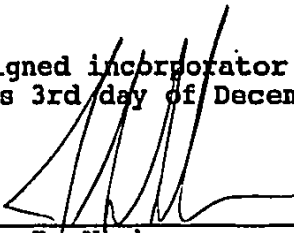
(a) The power to adopt bylaws for this corporation, to alter, amend, or repeal said bylaws, and to adopt new bylaws shall be vested in the Board of Directors of this corporation; provided, however, that any bylaw or amendment thereto as adopted by the Board of Directors may be altered, amended, or repealed by vote of the shareholders entitled to vote thereon, or a new bylaw in lieu thereof may be adopted by such vote.

(b) The bylaws of this corporation shall be for the government of the corporation and may contain any provisions or requirements for the management or conduct of the affairs and business of the corporation, provided that the bylaws are not inconsistent with the provisions of these Articles of Incorporation or contrary to the laws of the State of Florida or of the United States.

ARTICLE XII
Amendment

These Articles of Incorporation may be amended in the manner provided by law.

IN WITNESS WHEREOF, the undersigned incorporator has executed these Articles of Incorporation this 3rd day of December, 1996.




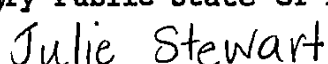
John B. Neukamm (SEAL)

STATE OF FLORIDA)
COUNTY OF HILLSBOROUGH)

The foregoing instrument was acknowledged before me this ^{9th} ~~3rd~~ day of December, 1996, by John B. Neukamm, who is personally known to me.





Notary Public State of Florida


Notary's Printed Name
My Commission Expires: 2000

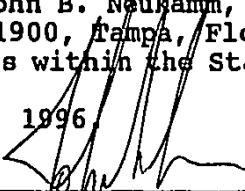
JBN\02\8450

**CERTIFICATE DESIGNATING PLACE OF
BUSINESS OR DOMICILE FOR SERVICE OF PROCESS
WITHIN FLORIDA, NAMING AGENT UPON WHOM SERVICE MAY BE MADE**

In compliance with Florida Statutes Sections 48.091 and 607.0501, the following is submitted:

That TBM Staffing, Inc., desiring to organize under the laws of the State of Florida, has named John B. Neukamm, Ketchey Horan, P.A., 100 North Tampa Street, Suite 1900, Tampa, Florida 33602, as its agent to accept service of process within the State of Florida.

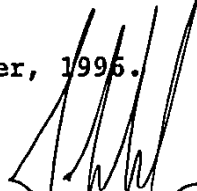
DATED this 3rd day of December, 1996.

By: 
John B. Neukamm,
Its Incorporator

ACCEPTANCE

Having been named to accept service of process for the above named corporation at the place designated in this certificate, I hereby agree to act in this capacity, and I further acknowledge that I am familiar with and agree to comply with the provisions of all statutes relative to the proper and complete performance of my duties as registered agent.

DATED this 3rd day of December, 1996.


John B. Neukamm

JBN\02\8450

FILED
96 DEC -4 PM 12:19
SECRETARY OF STATE
TALLAHASSEE, FLORIDA