

ARTICLES OF INCORPORATION
OF

JBJ RECRUITERS, INC.

ARTICLE I. NAME

The name of the corporation is JBJ RECRUITERS, Inc.

ARTICLE II. PRINCIPAL OFFICE AND MAILING ADDRESS

The principal place of business of the corporation is 3802 Ehrlich Road, Suite 101, Tampa, Florida 33624 and the mailing address is the same.

ARTICLE III. REGISTERED OFFICE AND REGISTERED AGENT

The initial registered office is at 3802 Ehrlich Road, Suite 101, Tampa, Florida 33624. The name of the initial registered agent at that address is James A. Carow.

ARTICLE IV. AUTHORIZED SHARES

The corporation is authorized to issue 1000 shares of common stock having par value of \$.01 per share. Common stock of the corporation may be issued as "small business corporation" stock in accordance with a plan or plans under the provisions of Section 1244 of the Internal Revenue Code.

ARTICLE V. MANAGEMENT BY SHAREHOLDERS

The business of the corporation shall be managed by the shareholders without a board of directors.

ARTICLE VI. INCORPORATORS

The names and addresses of the incorporators are:

<u>Name</u>	<u>Address</u>
James A. Carow	2803 Corrie Way Tampa, FL 33618
Mary S. Carow	2803 Corrie Way Tampa, FL 33618

IN WITNESS WHEREOF, we have executed these articles of incorporation this 21 day of January, 1997.

Incorporators:

James A. Carow
James A. Carow

Mary S. Carow
Mary S. Carow

FILED
97 JAN 22 PM 3:08
SECRETARY OF STATE
TALLAHASSEE, FLORIDA

The undersigned, being all of the shareholders of the corporation,
agree to the provisions of Article V, Management by Shareholders,
of the Articles of Incorporation.

Shareholders:


James A. Carow


Mary A. Carow

CERTIFICATE OF DESIGNATION
OF
REGISTERED AGENT/REGISTERED OFFICE


FILED
97 JAN 22 PM 3:08
SECRETARY OF STATE
TALLAHASSEE, FLORIDA

Pursuant to the provisions of Section 607.0501, Florida Statutes, the undersigned corporation, organized under the laws of the State of Florida, submits the following statement designating the registered office and registered agent in Florida.

1. The name of the corporation is JBJ Recruiters, Inc.
2. The address of the registered office is 3802 Ehrlich Road, Suite 101, Tampa FL 33624.
3. The name of the registered agent at the registered office is James A. Carow.

Dated: 1-21-97

JBJ RECRUITERS, INC.


James A. Carow
3802 Ehrlich Road, Suite 101
Tampa, FL 33618
President

Having been named as registered agent and to accept service of process for the above-named corporation at the place designated in this certificate, I hereby accept the appointment as registered agent and agree to act in this capacity.

I further agree to comply with the provisions of all statutes relating to the proper and complete performance of my duties, and I am familiar with and accept the obligations of my position as registered agent.

Dated: 1-21-97


James A. Carow