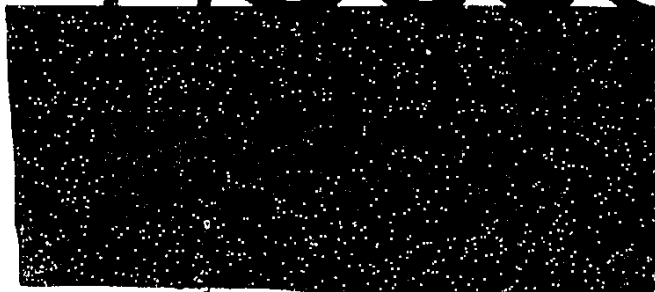


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SECRETARY OF STATE
TALLAHASSEE, FLORIDA

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

1. _____
(Corporation Name) (Document #)

2. _____
(Corporation Name) (Document #) 100002033921--3
-12/19/96--01065--010
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3. _____
(Corporation Name) (Document #)

4. _____
(Corporation Name) (Document #) W96-26875

- ☐ Walk in ☐ Pick up time _____ ☐ Certified Copy
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NEW FILINGS	
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<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

2/6
1-30-97



FLORIDA DEPARTMENT OF STATE
Sandra B. Mortham
Secretary of State

December 23, 1996

THOMAS M. GOW
3116 CRYSTAL LAKE COURT
SARASOTA, FL 34235

SUBJECT: INDUSTRIAL MEDICAL SERVICES, INC.
Ref. Number: W96000026875

We have received your document for **INDUSTRIAL MEDICAL SERVICES, INC.** and your check(s) totaling \$70.00. However, the enclosed document has not been filed and is being returned for the following correction(s):

The name designated in your document is unavailable since it is the same as, or it is not distinguishable from the name of an existing entity. Simply adding "of Florida" or "Florida" to the end of an entity name **DOES NOT** constitute a difference. Please select a new name and make the substitution in all appropriate places. One or more words may be added to make the name distinguishable from the one presently on file.

When the document is resubmitted, please return a copy of this letter to ensure that your document is properly handled.

If you have any questions about the availability of a particular name, please call (904) 488-9000.

Please return your document, along with a copy of this letter, within 60 days or your filing will be considered abandoned.

If you have any questions concerning the filing of your document, please call (904) 487-6927.

Kathy Hyman
Document Specialist

Letter Number: 096A00057022

ARTICLES OF INCORPORATION
OF
INDUSTRIAL MEDICAL MANAGEMENT, INC.

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SECRETARY OF STATE
TALLAHASSEE, FLORIDA

ARTICLE 1. - NAME

The name of the Corporation is INDUSTRIAL MEDICAL MANAGEMENT, INC.

ARTICLE 2. - PRINCIPAL OFFICE

The principal office of the Corporation shall initially be at 3116 Crystal Lakes CT, Sarasota, FL 34235. The Corporation may change its principal office from time to time as permitted by law.

ARTICLE 3. - MAILING ADDRESS

The initial mailing address of the Corporation shall be 3116 Crystal Lakes CT, Sarasota, FL 34235. The Corporation may change its mailing address from time to time as permitted by law.

ARTICLE 4. - PURPOSE

This Corporation is organized for the purpose of transacting any and all lawful business.

[ARTICLE 5. - POWERS

This Corporation shall have all of the powers enumerated in the Florida General Corporation Act.]

ARTICLE 6. - SHARES OF STOCK

This Corporation is authorized to issue 500 Shares of Voting Common Stock with a Par Value of \$1.00 per Share.

ARTICLE 7. - PREEMPTIVE RIGHTS

The Corporation elects to have preemptive rights.

The holders of the common stock of the Corporation shall have the preemptive right to purchase, upon such price, terms and conditions as shall be fixed by the Board of Directors, such of the shares of the common stock of the Corporation as may be issued from time to time over and above the issue of the first shares of the common stock of the Corporation which have never previously been sold or issued. Such preemptive right shall apply to such shares whether such additional shares constitute a part of the shares presently or subsequently authorized or constitute shares held in the treasury of the Corporation and shall be exercised in the respective ratio with the number of shares held by each stockholder at the time of such issue bears to the total number of shares outstanding in the names of all stockholders at such time.

ARTICLE 8. - INITIAL REGISTERED OFFICE AND AGENT

The street address of the initial registered office of this Corporation is 3116 Crystal Lake CT, Sarasota, Florida 34235, and the name of the initial registered agent of this Corporation at that address is THOMAS M. GOW.

ARTICLE 9. - INITIAL BOARD OF DIRECTORS

This Corporation shall have 3 Directors initially. The number of Directors may be either increased or diminished from time to time by the Bylaws, but shall never be less than One. The name and address of the initial Directors of this Corporation are:

THOMAS M. GOW
JOHN A. MILLARD, JR.
WILLIAM R. SCHROEDER.

ARTICLE 10. - INCORPORATOR

The name and address of the Incorporator is:

THOMAS M. GOW
3116 Crystal Lake CT
Sarasota, FL 34235.

ARTICLE 11. - CUMULATIVE VOTING

All Shareholders are entitled to cumulate their votes for Directors.

At each election for Directors, every Shareholder entitled to vote in the election shall have the right to cumulate his votes by giving one candidate as many votes as the number of Directors to be elected at that time multiplied by the number of his shares, or by distributing the votes on the same principal among any number of candidates.

ARTICLE 12. - INDEMNIFICATION

All Officers and Directors shall be indemnified by the Corporation to the fullest extent permitted by law against all expenses and liabilities, including attorneys fees reasonably incurred in connection with any threatened, pending or completed action, suit or proceeding or settlement thereof in which they may become involved as a party or otherwise by reason of holding such office. The Corporation may purchase and maintain insurance on behalf of all Officers and Directors against any liability asserted against them or incurred by them in their capacity as Officers and Directors or arising out of their status as such.

ARTICLE 13. - AMENDMENT

This Corporation reserves the right to amend or repeal any provisions contained in the Articles of Incorporation, or any amendment to them, and any right conferred upon the shareholders is subject to this reservation.

The undersigned Incorporator has executed these Articles of Incorporation on the 25 day of January, 1997.


THOMAS M. GOW

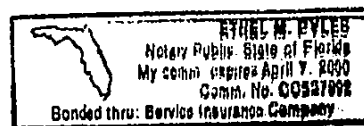
STATE OF FLORIDA
COUNTY OF SARASOTA

The foregoing instrument was acknowledged before me this 25 day of January, 1997 by THOMAS M. GOW, described as the Incorporator, who is personally known to me or who has produced a Drivers License as identification, and who did take an oath.

My Commission Expires:
4-7-2000


Notary Public

Typed Name: Ethel M. Pyles
Commission No.: CC537992



ACCEPTANCE OF APPOINTMENT
AS REGISTERED AGENT FOR
INDUSTRIAL MEDICAL MANAGEMENT, INC.

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SECRETARY OF STATE
TALLAHASSEE, FLORIDA

Having been named to accept Service of Process for the above stated Corporation, at the place designated in the Corporation's Articles of Incorporation, the undersigned hereby acknowledges and accepts the appointment and agrees to act in this capacity, and it further agrees to comply with the provisions of all Statutes relative to the proper and complete performance of its duties.

DATED: January 25, 1997.


THOMAS M. GOW

Registered Agent