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TO: DIVISION OF CORPORATIONS

FAX #: (904)922-4001

FROM: EMPIRE CORPORATE KIT COMPANY

ACCT#: 072450003255

CONTACT: RAY STORMONT

PHONE: (305)541-3694

FAX #: (305)541-3770

NAME: CASCADE BUSINESS SUPPORT SERVICES, INC.

AUDIT NUMBER.....H97000004218

DOC TYPE.....FLORIDA PROFIT CORPORATION OR P.A.

CERT. OF STATUS..0

PAGES..... 8

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Attn: Bobbie

RECEIVED
97 MAR 12 PM 3:31
SECRETARY OF STATE
TALLAHASSEE, FLORIDA

FILED
97 MAR 12 PM 2:07
SECRETARY OF STATE
TALLAHASSEE, FLORIDA

Handwritten signature and date: 3/12/97

H97000004218



FLORIDA DEPARTMENT OF STATE
Sandra B. Mortham
Secretary of State

November 15, 1996

ERICA JACKSON
THE CASCADE GROUP, INC.
20 N. ORANGE AVE., SUITE 1400
ORLANDO, FL 32801

The name CASCADE BUSINESS SUPPORT SERVICES, INC. has been reserved for 120 days beginning November 15, 1996. The reservation number is R96000005428 and this reservation is **NONRENEWABLE**.

A reservation is not a grant of authority to use the name. It is only a withholding of a name from its availability for use by another. When the proposed document is submitted, the name will **AGAIN** be checked against the records of the Division and if still no conflict exists and all other requirements are fulfilled, the reserved name shall be filed as the entity name.

The Division of Corporations is a ministerial filing office and may not render any legal advice. The Division does not adjudicate the legality of any corporate name or arbitrate disputes between entities. You may wish to review other laws such as common law rights, including rights to a trade name; United States Code, Federal Trademark Act, Section 1051 (Lanham Act); Chapter 495, Florida Statutes, Registration of Trademarks and Service Marks (Florida Trademark Act); and Section 865.09, Florida Statutes (Fictitious Name Act).

If someone else submits the document for filing, it must have a copy of this letter attached.

Should you have any questions regarding this matter, please telephone (904) 488-9000, the Name Availability Section

Tracy Smith

Letter number: 696A00052138

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The Cascade Group, Inc. • 20 North Orange Avenue • Suite 1400 • Orlando, Florida 32801 • Telephone (407) 682-1150 • FAX (407) 662-3556

February 17, 1997

To Whom It May Concern:

I hereby assign the reservation of the name CASCADE BUSINESS SUPPORT SERVICES, INC. to William J. Cunningham, President of The Cascade Group, Inc.

When I originally requested this name at the direction of William J. Cunningham, President of The Cascade Group, Inc., I did not realize the reservation would be in my name. The name reservation should have been in the name of William J. Cunningham, not Erica Jackson.

Yours very truly,

Erica Jackson
Director of Marketing

EJ:cp

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ARTICLES OF INCORPORATION
of

CASCADE BUSINESS SUPPORT SERVICES, INC.

FILED
97 MAR 12 PM 2:07
SECRETARY OF STATE
TALLAHASSEE, FLORIDA

The undersigned, does hereby subscribe to, acknowledge and file the following Articles of Incorporation for the purpose of creating a corporation under the laws of the State of Florida.

ARTICLE I - NAME

The name of this corporation is CASCADE BUSINESS SUPPORT SERVICES, INC.

ARTICLE II - PURPOSE

This corporation is organized for the purpose of transacting any and all lawful business permitted under the laws of Florida.

ARTICLE III - CAPITAL STOCK

This corporation is authorized to issue 100 shares of \$1.00 par value common stock, which shall be designated as "Common Shares". All of said stock shall be payable in cash, property (real or personal) or labor or services in lieu thereof at a just valuation to be fixed by the Board of Directors.

ELKINS & FREEDMAN
2101 West Commercial Blvd.
Suite 5400
Fort Lauderdale, Florida 33309
(954) 733-1330 (561) 738-5988
Attorney: ALAN J. ELKINS, ESQUIRE
Florida Bar No.: 264512

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ARTICLE IV - VOTING RIGHTS

Except as otherwise provided by law, the entire voting power for the election of directors and for all other purposes shall be vested exclusively in the holders of the outstanding Common Shares.

ARTICLE V - TERM

This corporation shall commence its existence upon filing and shall exist perpetually thereafter unless sooner dissolved according to law.

ARTICLE VI - PREEMPTIVE RIGHTS

Every shareholder, upon the sale for cash of any new stock of this corporation of the same kind, class or series as that which he already holds, shall have the right to purchase his pro rata share thereof (as nearly as may be done without issuance of fractional shares) at the prices at which it is offered to others.

ARTICLE VII - INITIAL PRINCIPAL OFFICE AND AGENT

The street address and mailing address of the initial principal office of this corporation is 100 Wild Holly Lane, Longwood, Florida 32779 and the name of the initial registered agent of this corporation is WILLIAM J. CUNNINGHAM, whose address is 100 Wild Holly Lane, Longwood, Florida 32779.

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ARTICLE VIII - INITIAL BOARD OF DIRECTORS

This corporation shall have at least one director initially with the exact number of directors to be specified by the shareholders from time to time unless the shareholders shall by a majority vote, determine that the corporation be managed by the shareholders. The name and address of the initial director of this corporation is WILLIAM J. CUNNINGHAM, 100 Wild Holly Lane, Longwood, Florida 32779.

ARTICLE IX - INCORPORATORS

The name and address of the person signing these articles is: WILLIAM J. CUNNINGHAM
100 Wild Holly Lane
Longwood, Florida 32779

ARTICLE X - INDEMNIFICATION

The corporation shall indemnify any officer or director or any former officer or director, to the fullest extent permitted by law either now existing or hereafter enacted.

ARTICLE XI

No contract or other transaction between this corporation and any other corporation, and no act of this corporation shall in any way be affected or invalidated by the fact that any of the directors or this corporation are pecuniarily or otherwise interested in, or are directors, or officers of, such other

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corporation. Any director individually, or any firm of which any director 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 or a majority thereof, and any director of this corporation who is also a director or an officer of such corporation, or who it 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 director or officer of such other corporation, or not so interested.

ARTICLE XII

The private property of the stockholders shall not be subject to the payment of the corporate debts to any extent whatever. The corporation shall have a first lien on the shares of its stockholders and upon the dividends due them for any indebtedness of such stockholders to the corporation.

IN WITNESS WHEREOF, the undersigned subscriber has executed these Articles of Incorporation this 7th day of March, 1997.


SUBSCRIBER

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

In pursuance of Chapter 48.091, Florida Statutes, the
following is submitted, in compliance with said Act:

First--That CASCADE BUSINESS SUPPORT SERVICES, INC. Desiring to
organize under the laws of the State of Florida with its
principal office, as indicated in the Articles of Incorporation,
at City of Longwood, County of Seminole,
State of Florida, has named WILLIAM J. CONNINGHAM located at
100 Wild Holly Lane, City of Longwood,
County of Seminole, State of Florida,
as its agent to accept service of process with the state.

ACKNOWLEDGEMENT: (MUST BE SIGNED BY DESIGNATED AGENT)

Having been named to accept service of process for the above
corporation, at place designated in this certificate, I hereby
accept to act in this capacity, and agree to comply with the
provision of said Act relative to keeping open said office.

By: [Signature]
RESIDENT AGENT

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SECRETARY OF STATE
TALLAHASSEE, FLORIDA