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GORHAM RUTTER, JR.

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February 18, 1997

MAILING ADDRESS:
P.O. BOX 915454
LONGWOOD, FL 32791-5454

Corporate Records Bureau
Division of Corporations
Department of State
P. O. Box 6327
Tallahassee, FL 32314

800002112668--7
-03/13/97--01081--012
****122.50 ****122.50

Re: Industrial Health Management, Inc.

Dear Sir/Madam:

With respect to the above-referenced corporation, enclosed please find the original and one copy of the Articles of Incorporation and a Resident Agent Certificate, together with a check in the amount of \$122.50 to cover the following costs:

- | | |
|------------------------------------|---------|
| 1. Filing Fee | \$35.00 |
| 2. Certified Copy Charge | 52.50 |
| 3. Designation of Registered Agent | 35.00 |

Upon filing of the Articles of Incorporation, please forward the certified copy of same to my office.

Thank you for your time and attention to this matter.

Sincerely,

Gorham Rutter, Jr.

Gorham Rutter, Jr.

GR/jp

Enclosure

lpbcta1

Dmc
3/19/97

FILED
97 MAR 13 PM 12:28
SECRETARY OF STATE
TALLAHASSEE, FLORIDA

ARTICLES OF INCORPORATION
OF
INDUSTRIAL HEALTH MANAGEMENT, INC.

FILED
97 MAR 13 PM 12:28
SECRETARY OF STATE
TALLAHASSEE, FLORIDA

ARTICLE I

Name. The name of this Corporation is INDUSTRIAL HEALTH
MANAGEMENT, INC..

ARTICLE II

Business and Activities. This Corporation may, and is authorized to, engage in
any activity or business permitted under the laws of the United States of America and 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 one time is SEVEN THOUSAND (7,000) SHARES of
common stock having no par value, with the consideration to be paid for each share to be in
money, property or services, as may be fixed by the Board of Directors.

ARTICLE IV

Term of Existence. This Corporation shall have perpetual existence.

ARTICLE V

Address of the Principal Office and Mailing Address. The principal place of
business and mailing address of this Corporation shall be 4507 Curry Ford Road, Orlando, FL
32812.

ARTICLE VI

Initial Registered Agent and Address. The name of the initial registered agent of this Corporation is DR. FREDERICK L. ADKINS and the street address of the Corporation's initial registered office is 4507 Curry Ford Road, Orlando, Florida 32812.

ARTICLE VII

Pre-emptive 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 price at which it is offered to others.

ARTICLE VIII

Number of Directors. The Board of Directors of this Corporation shall consist of at least three (3) and not more than five (5) Directors. Directors, as such, shall receive such compensation for their services, if any, as may be set by the Board of Directors at any annual or special meeting. The Directors may authorize and require the payment of the reasonable expenses incurred by Directors in attending meetings of the Directors. Nothing in this Article shall be construed to preclude a Director from serving the Corporation in any other capacity and receiving compensation therefor.

ARTICLE IX

Initial Board of Directors. The name and street address of each member of this Corporation's first Board of Directors are as follows:

<u>Name</u>	<u>Address</u>
Dr. Frederick L. Adkins	4507 Curry Ford Road Orlando, Florida 32812
Dr. Jeffrey D. Adkins	4507 Curry Ford Road Orlando, Florida 32812
Dr. David A. Adkins	4507 Curry Ford Road Orlando, Florida 32812

ARTICLE X

Incorporator. The name and street address of the Incorporators to these Articles of Incorporation are as follows:

<u>Name</u>	<u>Address</u>
Dr. Frederick L. Adkins	4507 Curry Ford Road Orlando, Florida 32812
Dr. Jeffrey D. Adkins	4507 Curry Ford Road Orlando, Florida 32812
Dr. David A. Adkins	4507 Curry Ford Road Orlando, Florida 32812

ARTICLE XI


Lost or Destroyed Certificates. Stock certificates to replace lost or destroyed certificates shall be issued on such basis and according to such procedures as are from time to time provided in the By-Laws of this Corporation.


ARTICLE XII

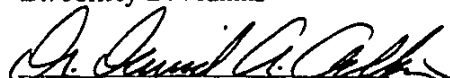
Amendment. These Articles of Incorporation may be amended as provided by law. Every amendment shall be approved by the Board of Directors, proposed by them to the stockholders, and approved at a stockholders' meeting by a majority of the stock issued and entitled to be voted, unless all of the Directors and all of 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 do set their hands and seals this

28th day of February, 1997.


Dr. Frederick L. Adkins


Dr. Jeffrey D. Adkins


Dr. David A. Adkins

STATE OF FLORIDA
COUNTY OF ORANGE

The foregoing instrument was acknowledged before me on February 28, 1997,
by Dr. Frederick L. Adkins, Dr. Jeffrey D. Adkins, and Dr. David A. Adkins, who are personally
known to me or who produced the following form(s) of identification: _____



SHANNON K. SHOREY
My Comm. Exp. 11/20/99
Bonded By Service Inc
No CC510910

☒ Personally Known ☐ Other ID

Shannon K. Shorey
Notary Public, State of Florida

Shannon K. Shorey
(Printed Name of Notary Public)

CERTIFICATE OF DESIGNATION
REGISTERED AGENT/REGISTERED OFFICE

FILED
97 MAR 13 PM 12:28
SEC. OF STATE
TALLAHASSEE, FLORIDA


Pursuant to the provisions of Sec. 607.0501, Florida Statutes, the undersigned
Corporation, organized under the laws of the State of Florida, submits the following statement in
designating the Registered Agent/Registered Office in the State of Florida:

1. The name of the Corporation is: INDUSTRIAL HEALTH MANAGEMENT,
INC.

2. The name and address of the Registered Agent and Office is:

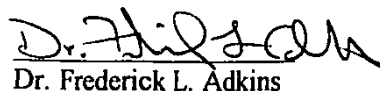
Dr. Frederick L. Adkins., 4507 Curry Ford Road, Orlando, FL 32812

Dated: February 28, 1997.


Dr. Frederick L. Adkins

HAVING BEEN NAMED AS REGISTERED AGENT AND TO ACCEPT
SERVICE OF PROCESS FOR THE ABOVE STATED 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: February 28, 1997.


Dr. Frederick L. Adkins