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NAME: THE COALITION FOR INDEPENDENT CONTRACTOR REF
AUDIT NUMBER.....H97000005774
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**ARTICLES OF INCORPORATION
OF
The Coalition For Independent Contractor Reform, Inc.**

The undersigned incorporator, for the purpose of forming a corporation under the Florida Business Corporation Act, hereby adopts the following Articles of Incorporation.

ARTICLE I NAME

The name of the corporation shall be: The Coalition For Independent Contractor Reform, Inc.

ARTICLE II PRINCIPAL OFFICE

The principal place of business and mailing address of this corporation shall be: 2539 Old Okeechobee Road, West Palm Beach, FL 33409.

ARTICLE III SHARES

The number of shares of stock that this corporation is authorized to have outstanding at any one time is 2000. The par value of each share of stock is \$.01.

ARTICLE IV INITIAL REGISTERED AGENT & STREET ADDRESS

The name and address of the initial registered agent is: Walter C. Jones, IV, 4114 Northlake Blvd., Suite 302, Palm Beach Garden, FL 33410.

ARTICLE V INCORPORATOR

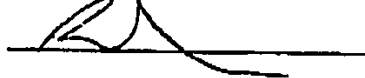
The name and street address of the incorporator to these Articles of Incorporation is Richard Oster, 214 North Henry Suite 201, Madison WI 53703.

ARTICLE V INITIAL DIRECTORS

The initial directors of the corporation are:

Randy Jensen, 880 So. Andrews Ave., Ft. Lauderdale, FL 33069.
Tom Matthews, 2539 Old Okeechobee Road, West Palm Beach, FL 33409.
George L. Ford, III, 135 Alpine Road, West Palm Beach, FL 33405.

The undersigned incorporator has executed these Articles of Incorporation this 4th day of April, 1997.



The document was prepared by:
Richard Oster, 214 North Henry Suite 201, Madison, WI 53703. 608-363-3875

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CERTIFICATE OF DESIGNATION OF REGISTERED
AGENT/REGISTERED OFFICE

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 IN
DESIGNATING THE REGISTERED OFFICE/REGISTERED AGENT, IN THE STATE
OF FLORIDA.

1. The name of the corporation is: The Coalition For Independent Contractor Reform, Inc.
2. The name and address of the registered agent and office is: Walter C. Jones, IV, 4114
Northlake Blvd., Suite 302, Palm Beach Garden, FL 33410.

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.


Signature

3/25/97
Date

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