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LAW OFFICE
MARGARET E. LEDERER, P.A.

Post Office Box 2708
Orlando, Florida 32802-2708

97 MAY -9 PM 1:32
TALLAHASSEE, FLORIDA

Telephone
(407) 246-0044

Facsimile
(407) 426-7227

May 7, 1997

Division of Corporations
P.O. Box 6327
Tallahassee, FL 32314

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-05/09/97--01031--012
*****70.00 *****70.00

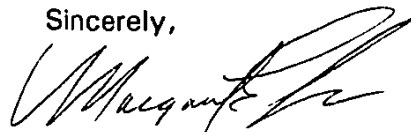
Dear Sirs/Madam :

300002172653--1
-05/09/97--01031--013
*****52.50 *****52.50

Please find enclosed Articles of Incorporation for HR Support Group, Inc., and one copy. I have also enclosed a check for \$70.00 filing fee and \$52.50 for a certified copy. If you have any questions, please contact my office at the above phone number.

Thank you for your anticipated cooperation.

Sincerely,



Margaret E. Lederer

MEL/tld
Enclosure

PH
5/13/97

ARTICLES OF INCORPORATION
OF
HR SUPPORT GROUP, INC.

FILED
97 MAY -9 PM 1:32
SECRETARY OF STATE
TALLAHASSEE, FLORIDA

The undersigned incorporator hereby forms a corporation under Chapter 621 of the laws of the State of Florida.

ARTICLE I. NAME

The name of the corporation shall be:

HR SUPPORT GROUP, INC.

The address of the principal office of this corporation shall be 813 Windergrove Ct., Ocoee, Florida 34761, and the mailing address of the corporation shall be the same.

ARTICLE II. NATURE OF BUSINESS

This corporation may engage or transact in any or all lawful activities or business permitted under the laws of the United States, the State of Florida or any other state, country, territory or nation.

ARTICLE III. CAPITAL STOCK

The maximum number of shares of stock that this corporation is authorized to have outstanding at any one time is 1000 shares of common stock having \$1.00 par value per share.

ARTICLE IV. REGISTERED AGENT

The street address of the initial registered office of the corporation shall be 813

Windergrove Ct., Ocoee, Florida 34761, and the name of the initial registered agent of the corporation at that address is Kim Disbro.

ARTICLE V. TERM OF EXISTENCE

This corporation is to exist perpetually.

ARTICLE VIII. OFFICERS AND DIRECTORS

This corporation shall have two officers and one director, initially. The name and street address of the initial officer and director who shall hold office for the first year of the corporation, or until his successor is elected or appointed is:

Kim Disbro	813 Windergrove Ct.
Dir./Pres./Sec.	Ocoee, FL 34761

Jennifer Butera	813 Windergrove Ct.
VP/Tres.	Ocoee, FL 34761

ARTICLE VII. INCORPORATOR

The name and street address of the incorporator to these Articles of Incorporation:

Kim Disbro
813 Windergrove Ct.
Ocoee, FL 34761

ARTICLE IX BYLAWS

After the adoption of the initial bylaws by the directors, the bylaws may be adopted, amended or repealed by the stockholders of this corporation. The board of directors may adopt bylaws, subject to the shareholders' approval at their next ensuing meeting. But the bylaws adopted by the board of directors shall not conflict with those adopted by the stockholders.

ARTICLE X STOCK RESTRICTIONS

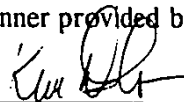
By agreement stockholders of this corporation may restrict or limit the sale or transfer, or both, of the stock of this corporation, restrict the right to encumber the stock and provide for the consideration to be paid for the stock after its original issuance. The bylaws shall provide for transfer on the corporate books in conformity with any agreement.

ARTICLE XI REPLACING STOCK CERTIFICATES

The board of directors may, by resolution, provide for the issuance of stock certificates to replace lost or destroyed stock certificates.

ARTICLE XII AMENDMENT

These articles of incorporation may be amended in any manner provided by law.



Incorporator

IN WITNESS WHEREOF, Kim Disbro, has hereunto set her hand and seal on

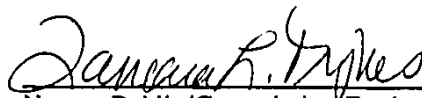
5/7, 1997.

By: 

Kim Disbro

STATE OF FLORIDA
COUNTY OF ORANGE

The foregoing was acknowledged before me on this 7th day of May, 1997.



Notary Public/Commission Expires:



TAMARA L. DWYER
My Commission OC484882
Expires May. 17, 1999
Bonded by HAI
800-422-1888

FILED

97 MAY -9 PM 1:32

ACCEPTANCE OF REGISTERED AGENT DESIGNATED

IN ARTICLES OF INCORPORATION

TALLAHASSEE, FLORIDA

Kim Disbro, is familiar with and accepts the obligations of the position of Registered Agent under Section 607.0505, Florida Statutes.

By: _____

Kim Disbro