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6/25/97

FLORIDA DIVISION OF CORPORATIONS
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((H97000010455 8))

TO: DIVISION OF CORPORATIONS	FAX #: (904)922-4001
FROM: FAS-T CORP. AGENTS, INC.	ACCT#: 071001002335
CONTACT: LIDIA FERNANDEZ	FAX #: (305)716-0346
PHONE: (305)599-0839	
NAME: IBEX USA CONSULTANTS INC.	
AUDIT NUMBER.....H97000010455	
DOC TYPE.....FLORIDA PROFIT CORPORATION OR P. A.	
CERT. OF STATUS...1	PAGES..... 3
CERT. COPIES.....0	DEL.METHOD.. FAX
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AUDIT NUMBER ON THE TOP AND BOTTOM OF ALL PAGES OF THE DOCUMENT

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SECRETARY OF STATE
TALLAHASSEE, FLORIDA

Bm 6/25/97

97 JUN 28 PM 2:09
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SECRETARY OF STATE
TALLAHASSEE, FLORIDA
H97000010455

ARTICLES OF INCORPORATION
OF

IBEX USA CONSULTANTS, INC.

The undersigned incorporator(s), for the purpose of forming a corporation under the Florida General Corporation Act, hereby adopt(s) the following Articles of Incorporation.

ARTICLE I NAME

The name of the corporation shall be: IBEX USA CONSULTANTS, INC.

The principal place of business of this corporation shall be:

P.O. BOX 527403 MIAMI, FL 33152-7403

ARTICLE II NATURE OF BUSINESS

This corporation may engage in or transact 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 aggregate number of shares of stock and its value that this corporation is authorized to have outstanding at any one time is: 500 SHARES OF COMMON STOCK AT PAR VALUE OF \$ 100.00 EACH.

ARTICLE IV TERM OF EXISTENCE

This corporation is to exist perpetually.

ARTICLE V OFFICERS DIRECTORS

The name(s) and street address(es) of the initial officer(s) and director(s), if any, who shall hold office the first year of the corporation's existence or until their successor(s) is(are) elected, is(are):

ENRIQUE MONTES PEREZ PRESIDENT

LOUREIRO CRESPO, 7-4 D
36001 PONTEVEDRA-SPAIN

MANUEL MONTES PEREZ VICE-PRESIDENT

GARCIA BARBON, 74-7 P
36201 VICO - SPAIN

PREPARED BY:
M & C ACCOUNTING SERVICES, INC.
801 W. 49th ST., SUITE 226
HIALEAH, FLORIDA 33012
(305) 822-4299

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ARTICLE VI INCORPORATOR(S)

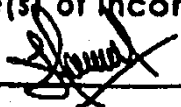
The name(s) and street address(es) of the incorporator(s) to this articles of incorporation is(are):

MIGUEL A. CAMONES

9954 N.W. 32ND ST
MIAMI, FL 33172

IN WITNESS WHEREOF, the undersigned incorporator(s) has(have) executed these Articles of Incorporation this 24TH day of JUNE, 1997.

Signature(s) of Incorporator(s)



H97000010455

CERTIFICATE OF DESIGNATION
REGISTERED AGENT/REGISTERED OFFICE

Pursuant to the provisions of Section 607.325, 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:

IBEX USA CONSULTANTS, INC.

2. The name and address of the registered agent and office is:

MIGUEL A. CAMONES 9954 N.W. 32ND ST

(P.O. BOX NOT ACCEPTABLE)

MIAMI, FL 33172

(CITY/STATE/ZIP)

SIGNATURE _____



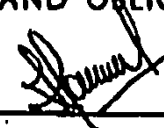
TITLE INCORPORATOR

DATE 06-24-97

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TALLAHASSEE, FLORIDA

HAVING BEEN NAMED TO ACCEPT SERVICE OF PROCESS FOR THE ABOVE STATED CORPORATION, AT THE PLACE DESIGNATED IN THIS CERTIFICATE, I HEREBY AGREE TO ACT IN THIS CAPACITY, AND I FURTHER AGREE TO COMPLY WITH THE PROVISIONS OF ALL STATUTES RELATIVE TO THE PROPER AND COMPLETE PERFORMANCE OF MY DUTIES, AND I ACCEPT THE DUTIES AND OBLIGATIONS OF SECTION 607.325, FLORIDA STATUTES.

SIGNATURE _____



DATE 06-24-97