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FILED

97 AUG 25 AM 11:48

1111 North Westshore Blvd., Suite 200
Tampa, FL 33607-4705
SECRETARY OF STATE
TALLAHASSEE, FLORIDA

August 18, 1997

Secretary of State
Division of Corporations
PO Box 6327
Tallahassee, Florida 32314

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-08/25/97--01055--025
****122.00 ****122.00

RE: Filing of Articles of Incorporation
for Recruitment Outsourcing, Inc.

To Whom It May Concern:

Enclosed find the original and one copy of the Articles of Incorporation, together with money order # 94044193 in the amount of \$122.00 for the incorporating of RECRUITMENT OUTSOURCING, INC., reservation number R97000001776 and reference letter number 797A00018722.

The amount of \$122.00 represents the \$70.00 Filing Fee and the Registered Agent Designation Certificate and \$52.00 for a certified copy of the Articles of Incorporation.

Sincerely,



Linda M. Mitchell

CAJ
8/22/97



FLORIDA DEPARTMENT OF STATE

Sandra B. Mortham
Secretary of State

April 14, 1997

LINDA M. MITCHELL
COMPUTER INTERNATIONAL CONSULTANTS, INC.
1211 NORTH WESTSHORE BLVD., SUITE 100
TAMPA, FL 33607

The name RECRUITMENT OUTSOURCING, INC. has been reserved for 120 days beginning April 14, 1997. The reservation number is R97000001776 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

Melissa A Johnson

Letter number: 797A00018722

ARTICLES OF INCORPORATION
OF
RECRUITMENT OUTSOURCING, INC.

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SECRETARY OF STATE
TALLAHASSEE, FLORIDA

The undersigned incorporators submit these Articles of Incorporation for the purpose of forming a for-profit corporation under the Florida Business Corporation Act.

ARTICLE I

The name of the Corporation is: **RECRUITMENT OUTSOURCING INC.**

ARTICLE II

The Corporation may engage in any activity or business permitted under the laws of the United States, and under the laws of the State of Florida.

ARTICLE III

The principal place of business and mailing address of this corporation is:

1111 North Westshore Blvd., Suite 200-B
Tampa, FL 33607-4705

ARTICLE IV

The Corporation is authorized to have 5,000 shares of stock of no par value outstanding at any one time.

ARTICLE V

The Corporation shall have Corporate Officers whose name and address are as follows:

<u>Name</u>	<u>Address</u>	<u>Title</u>
Michael R. Mitchell	4502 Wynkoop Circle Port Charlotte, FL 33948	Pres/Sec
Linda M. Mitchell	7500 Sunshine Skyway Lane So., T-10 St. Petersburg, FL 33711-4949	VP/Treas

ARTICLE VI

The name and street address of the incorporators of this corporation are as follows:

Michael R. Mitchell
4502 Wynkoop Circle
Port Charlotte, FL 33948

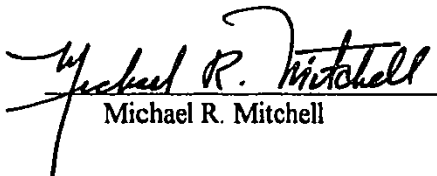
Linda M. Mitchell
7500 Sunshine Skyway Lane So, T-10
St. Petersburg, FL 33711-4949

ARTICLE VII

The name and address of the initial registered agent is:

Linda M. Mitchell
1111 North Westshore Blvd., Suite 200-B
Tampa, FL 33607-4705

The undersigned incorporators have executed these Articles of Incorporation this 18th day of August, 1997. The undersigned incorporators declare, under penalty of perjury, that the statements made in the Articles of Incorporation are true, and that the incorporators are at least eighteen years of age.


Michael R. Mitchell


Linda M. Mitchell

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CERTIFICATE OF DESIGNATION
OF
REGISTERED OFFICE/REGISTERED AGENT

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SECRETARY OF STATE
TALLAHASSEE, FLORIDA

Pursuant to Section 607-0501, The Florida Business Corporation Act, the undersigned corporation, organized under 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: RECRUITMENT OUTSOURCING, INC.
2. The name and address of the registered office/agent is:

Linda M. Mitchell
1111 North Westshore Blvd., Suite 200-B
Tampa, FL 33607-4705

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.


Linda M. Mitchell

20 August '97
Date