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FILED  
SECRETARY OF STATE  
DIVISION OF CORPORATIONS

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October 8, 1997

State of Florida  
Division of Corporations  
P O Box 6327  
Tallahassee, Fl 32414

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-10/16/97--01035--020  
\*\*\*\*122.50 \*\*\*\*122.50

RE: Corporation Registration

Dear Sirs:

Enclosed please find our check in the amount of \$ 122.50 to be used as payment for the following services connected with the registration of ED CZYSCON & ASSOCIATES, INC. as a for-profit corporation with your office:

Filing fees	\$ 35.00
Certified copy	52.50
Registered agent designation	35.00
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Total	\$ 122.50
	=====

Please use the enclosed copy of this letter, duplicate articles of incorporation, and return addressed envelope to confirm to us that this request has been processed.

If you have any questions concerning this matter please contact the undersigned. Thank you for your prompt attention to this matter.

Very Truly Yours

*Edward G. Czyscon*

Edward G. Czyscon  
8702 Ashworth Drive  
Tampa, Florida 33647

Phone 813-991-7195

907-8077

EGCzyscon  
mgb  
enclosures

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ARTICLES OF INCORPORATION  
OF  
ED CZYSCON & ASSOCIATES, INC.

ARTICLE I

NAME

The name of this corporation is ED CZYSCON & ASSOCIATES, INC.  
The address of the corporation is:

8702 Ashworth Drive  
Tampa, Florida 33647

ARTICLE II

DURATION

The Corporation shall have a perpetual existence.

ARTICLE III

PURPOSE

The purpose of this Corporation is to engage in any activities or business permitted under the laws of the United States and Florida.

ARTICLE IV

CAPITAL STOCK

The maximum number of shares which this Corporation is authorized to have outstanding at any time is one (1) thousand shares of common stock having a par value of one dollar (\$ 1.00) per share.

## ARTICLE V

### INITIAL REGISTERED OFFICE AND AGENT

The initial registered office of this Corporation shall be at 8702 Ashworth Drive, Tampa, Florida 33647 and the initial registered agent of this Corporation at such office shall be Edward G. Czynscon, who upon accepting this designation agrees to comply with the provisions of Section 48.091, Florida Statutes as amended from time to time, with respect to keeping an office open for service of process.

## ARTICLE VI

### INITIAL BOARD OF DIRECTORS

The initial Board of Directors shall consist of one member. The number of directors may be increased or decreased from time to time by vote of the stockholders, but in no case shall the number of directors be less than one nor more than four. The name and address of the director constituting the initial Board of Directors is:

Edward G. Czynscon  
8702 Ashworth Drive  
Tampa, Florida 33647

## ARTICLE VIII

### INCORPORATOR

The name and address of the person signing these Articles of Incorporation is Edward G. Czynscon, 8702 Ashworth Drive, Tampa, Florida 33647

## ARTICLE IX

### AMENDMENT

This corporation reserves the right to amend or repeal any provision contained in these Articles of Incorporation, or any amendment hereto, and any right conferred upon the shareholders is subject to this reservation.

## ARTICLE X

### BYLAWS

The initial Bylaws shall be adopted by the Board of Directors. The power to alter, amend, or repeal the Bylaws or adopt new Bylaws is vested in the Board of Directors, subject to repeal or change by action of the shareholders.

## ARTICLE XI

### INFORMAL SHAREHOLDER ACTION

The holders of not less than a majority of the issued and outstanding shares of the voting stock of the corporation may act by written agreement without a meeting, as provided in Florida Statutes 607.0704 and the Bylaws.

## ARTICLE XII

### PREEMPTIVE RIGHTS

Each shareholder of this corporation shall have the first right to purchase shares (and securities convertible into shares) of any class, kind or series of stock in this corporation that may from time to time be issued (whether or not presently authorized), in the ratio that the number of shares he holds at the time of issue bears to the total number of shares outstanding. This right is granted with respect to all shares of stock of the corporation, including:

1. Shares issued as compensation to directors, officers, agents, or employees of the corporation or its subsidiaries or affiliates;

2. Shares issued to satisfy conversion or option rights created to provide compensation to directors, officers, agents, or employees of the corporation or its subsidiaries or affiliates;

3. Shares authorized in these Articles of Incorporation that are issued within six (6) months from effective date of incorporation;

4. Shares sold otherwise than for money. This right shall be deemed waived by any shareholder who does not exercise it and pay for the shares preempted within thirty (30) days of receipt of a notice in writing from the corporation stating the price, terms and conditions of the issue of shares and inviting him to exercise his preemptive rights. This right may also be waived by affirmation written waiver submitted by the shareholder

to the corporation within thirty (30) days of receipt of notice from the corporation.

#### ARTICLE XIII

##### CUMULATIVE VOTING

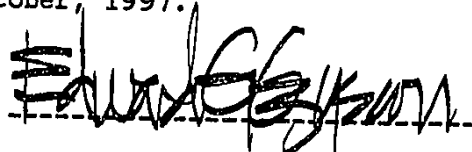
In any election of directors by the shareholders, each shareholder of record entitled to vote shall have the right to cumulate his shares and give one candidate as many votes as shall equal the number of directors to be elected multiplied by the number of shares owned by such stockholder, or to distribute them on the same principle among as many candidates as he sees fit; provided, however, that notice shall be given by any shareholder to the President or a Vice President of the corporation not less than twenty-four (24) hours before the time fixed for the holding of the meeting for the election of directors that he intends to accumulate his votes at such election. This right to vote cumulatively shall not be further restricted or qualified by any provision in the Bylaws of this corporation.

ARTICLE XIV

LONG-TERM EMPLOYMENT CONTRACT

The Board of Directors may authorize the corporation to enter into employment contracts with any executive officer for periods longer than one year, and any charter or Bylaw provision for annual election shall be without prejudice to the contract rights, if any, of the executive officer under such contract.

IN WITNESS WHEREOF, the undersigned executes these Articles of Incorporation this 14 day of October, 1997.

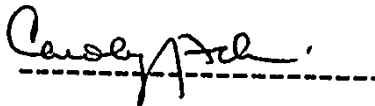
  
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(Name of Incorporator)

STATE OF FLORIDA

COUNTY OF HILLSBOROUGH

The foregoing Articles of Incorporation of ED CZYSCON & ASSOCIATES, INC. were acknowledged before me this 14 day of October, 1997, by Edward G. Czyscon.

Notary Public

  
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CAROLYN I. FABIAN  
My Commission GC428079  
Expires Dec. 21, 1998  
Bonded by NFNU  
800-224-6368

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DIVISION OF CORPORATIONS

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ACCEPTANCE OF REGISTERED AGENT

Having been named to accept service of process for ED CZYSCON & ASSOCIATES, INC. at the place designated in the Articles of Incorporation, Edward G. Czyncon, agrees to act in this capacity, and agrees to comply with the provisions of Section 48.091 relative to keeping open such office.

10/14/97

Date

Edward G. Czyncon

Edward G. Czyncon