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12-16-97, 1997

ADVANCED EMPLOYER SOLUTIONS, INC.

11680 BONITA BEACH ROAD
SUITE 301
BONITA SPRINGS, FLORIDA 34135

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

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*****70.00 *****70.00

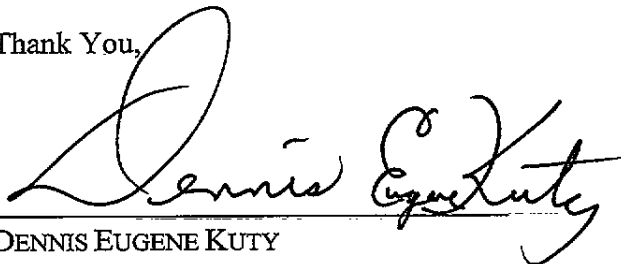
Re: **ADVANCED EMPLOYER SOLUTIONS, INC.**

Dear Division of Corporations:

Enclosed please find Articles of Incorporation for **ADVANCED EMPLOYER SOLUTIONS, INC.**, along with a check in the amount of \$70.00 for filing fee and designation of registered agent.

Also enclosed is a photocopy of the Articles. Please return to me with the filing date stamped on it.

Thank You,


DENNIS EUGENE KUTY

Enclosures

FILED
97 DEC 18 AM 8:08
SECRETARY OF STATE
TALLAHASSEE, FLORIDA

JN 12-19-97

**ARTICLES OF INCORPORATION
OF
ADVANCED EMPLOYER SOLUTIONS, INC.**

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SECRETARY OF STATE
TALLAHASSEE, FLORIDA

ARTICLE I. NAME

The name of this corporation shall be **ADVANCED EMPLOYER SOLUTIONS, INC.**

ARTICLE II. COMMENCEMENT & DURATION

The commencement of this corporation's existence shall be at the time of the filing of these Articles Of Incorporation by the Florida Department Of State. This corporation's duration shall be perpetual.

ARTICLE III. PURPOSE

This corporation is being organized for the purpose of engaging in the transaction of any and all business activities permitted under the laws of Florida and the United States Of America.

ARTICLE IV. CAPITAL STOCK

This corporation shall have the authority to issue 100 shares of Common Stock, with a par value of \$1.00 per share of common stock.

ARTICLE V. PREEMPTIVE RIGHTS

Every shareholder, upon the sale for cash by this corporation of any shares of new capital stock of the same kind, class, or series, as that which the shareholder already holds, shall have the preemptive right to purchase a pro rata share thereof (as nearly as may be done without the issuance of fractional shares) at the price at which such shares are offered to others.

ARTICLE VI. TRANSFER RESTRICTIONS

No shareholder shall have the right to sell, assign, pledge, encumber, transfer, or otherwise dispose of any shares of the capital stock of this corporation, without first offering such shares for sale to this corporation at the net asset value thereof. Such offer shall be in writing, signed by the shareholder, sent by registered or

certified mail to this corporation at its registered office address, and open for acceptance by this corporation for a period of fifteen days from the date of mailing. If this corporation fails or refuses, within such period, to make satisfactory arrangements for the purchase of such shares, the shareholder shall have the right to dispose of such shares without any further restrictions.

On the death of any shareholder, this corporation shall have the right to purchase any shares of the capital stock of this corporation owned by the shareholder immediately prior to the shareholder's death, on the terms set forth above, and this provision shall be binding upon the personal representative of the shareholder.

Each stock certificate issued by this corporation shall carry the following legend:

"These Shares Are Held Subject To Certain Transfer Restrictions Imposed By This Corporation's Articles Of Incorporation, A Copy Of Which Is On File At This Corporation's Principal Office."

ARTICLE VII. INITIAL BOARD OF DIRECTORS

The number of directors on this corporation's Initial Board Of Directors shall be one. The number of directors may be increased or decreased from time to time, as provided in this corporation's bylaws, but shall never be less than one.

The name and address of the individual who shall serve as a member of the Initial Board Of Directors is:

DENNIS EUGENE KUTY
3668 SAYBROOK PLACE
BONITA SPRINGS, FLORIDA 34134

ARTICLE VIII. INDEMNIFICATION

This corporation shall indemnify any officer, director, employee, or agent, and any former officer, director, employee, or agent, to the full extent permitted by law.

**ARTICLE IX. PRINCIPAL OFFICE &
INITIAL REGISTERED OFFICE & AGENT**

The address of this corporation's principal office shall be: 11680 BONITA BEACH ROAD, SUITE 301, BONITA SPRINGS, FLORIDA 34135 and the address of this corporation's initial registered office shall be: 3668 SAYBROOK PLACE, BONITA SPRINGS, FLORIDA 34134.

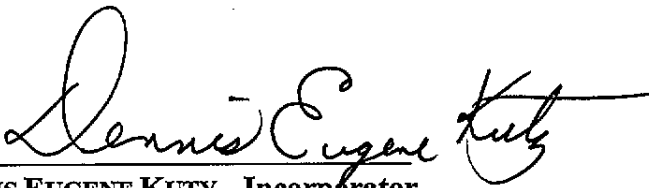
The name of the individual who shall serve as this corporation's initial registered agent at that address is: DENNIS EUGENE KUTY.

ARTICLE X. INCORPORATOR

The name and address of the individual who will serve as this corporation's incorporator is: DENNIS EUGENE KUTY, 3668 SAYBROOK PLACE, BONITA SPRINGS, FLORIDA 34134.

ARTICLE XI. AMENDMENT

This corporation reserves the right to amend or repeal any provisions in these Articles Of Incorporation, or any amendments hereto. Any rights conferred upon the shareholders shall be subject to this reservation.



DENNIS EUGENE KUTY - Incorporator

**CERTIFICATE OF DESIGNATION OF
REGISTERED AGENT AND REGISTERED OFFICE**

Pursuant to the provisions of Section 607.0501 of the Florida Business Corporation Act, the undersigned corporation, organized under the laws of the State of Florida, submits the following statement in designating its registered office and registered agent in the State of Florida:

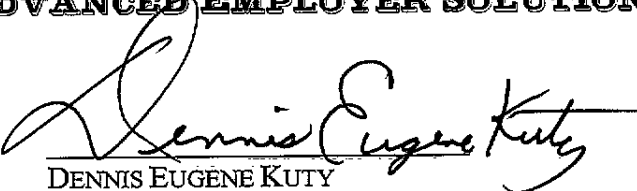
1. The name of the corporation is **ADVANCED EMPLOYER SOLUTIONS, INC.**

2. The name and address of the registered agent and office of the corporation is: DENNIS EUGENE KUTY, 11680 BONITA BEACH ROAD
SUITE 301, BONITA SPRINGS, FLORIDA 34135.

Dated this 16 day of December, 1997.

ADVANCED EMPLOYER SOLUTIONS, INC.

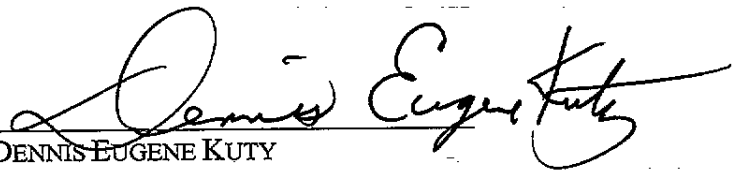
By:


DENNIS EUGENE KUTY
President

FILED
97 DEC 18 AM 8:08
SECRETARY OF STATE
TALLAHASSEE, FLORIDA

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.

Dated this 16 day of December, 1997.


DENNIS EUGENE KUTY
Registered Agent