

P98000001800

Complete Legal Staffing, Inc.

100 North Tampa Street, Suite 2000
Tampa, Florida 33602
(813) 229-2033

Wednesday, November 26, 1997

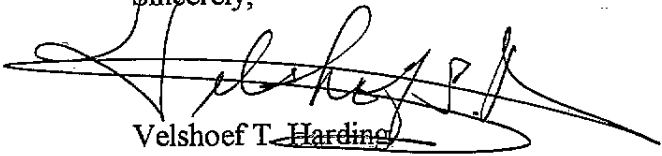
Secretary of State
Division of Corporations
415 E. Gaines Street
Tallahassee, FL 32301

RE: Complete Legal Staffing, Inc.
Articles of Incorporation

Dear Secretary of State:

Enclosed please find an original and one (1) copy of the Articles of Incorporation for the above-named corporate entity. Also enclosed is a check in the amount of \$142.50 for filing of same. Please file the Articles of Incorporation, certify the copy and return to me in the enclosed self-addressed stamped envelope. Should you have any questions, please do not hesitate to contact me.

Sincerely,



Velshoef T. Harding
President

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Enclosure
BWK/lat

FILED
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SECRETARY OF STATE
TALLAHASSEE, FLORIDA

Carel GAVE
AUTHORIZATION BY PHONE TO
CORRECT Cert. of Designation of RA - correct address
DATE 1-8-98
EXAM BA

W97-26892
BB 1/2/98

AB
1-8-98

JOHN LEE BREWERTON, III, P.A.

COUNSELOR AT LAW

250 NORTH ORANGE AVENUE, SUITE 1700
ORLANDO, FLORIDA 32801
TELEPHONE: (407) 649-9500 FACSIMILE: (407) 843-4946

January 5, 1998

VIA U.S. MAIL

Ms. Barbara Brock
Florida Department of State
Division of Corporations
P.O. Box 6327
Tallahassee, Florida 32314

Re: Complete Legal Staffing, Inc.
Reference Number: W97000026892

Dear Ms. Brock:

In accordance with your instructions, enclosed herewith please find the following documents:

- 1) Written acceptance by the registered agent;
- 2) Original Articles of Incorporation;
- 3) Copy of the Articles of Incorporation; and
- 4) Copy of your correspondence, dated December 2, 1997.

Please file these documents and return a certified copy to me at the above-listed address. It is my understanding that you have retained the \$142.50 filing fee originally filed with your office on December 2, 1997, and will apply it as payment on this matter.

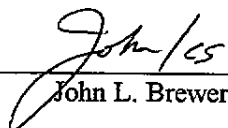
Thank you in advance for your assistance in this matter. If you have any questions, please call me.

With best regards, I am

Very truly yours,

JOHN L. BREWERTON, III, P.A.

By: _____


John L. Brewerton, III

Encl.
JLB/cs



**ARTICLES OF INCORPORATION
OF
COMPLETE LEGAL STAFFING, INC.**

SECRETARY OF STATE
TALLAHASSEE, FLORIDA
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The undersigned incorporator of these Articles of Incorporation, a natural person competent to contract, hereby forms a corporation for profit under the laws of the State of Florida.

ARTICLE I - NAME

The name of the Corporation is COMPLETE LEGAL STAFFING, INC.

ARTICLE II - NATURE OF BUSINESS

The Corporation is organized for the purpose of transacting any and all lawful business and shall have those powers generally conferred by Florida Statutes upon corporations organized in this state, and in addition to but not in limitation of such powers, shall also have the power:

(a) To acquire by purchase, lease or otherwise, lands and interests in lands, and to own, hold, improve, develop and manage any real estate so acquired, and to erect, or cause to be erected, on any lands owned, held, or occupied by the Corporation, buildings or other structures, public or private, with their appurtenances and to manage, operate, lease, rent, rebuild, enlarge, alter or improve any buildings or other structures, now or hereafter erected on any lands so owned, held, or occupied and to encumber or dispose of any lands or interests in lands and any buildings or other structures, at any time owned or held by the Corporation. To buy, sell, mortgage, exchange, lease, hold for investment or otherwise, use and operate real estate of all kinds, improved or unimproved, and any right or interest therein.

(b) To acquire, by purchase, lease, manufacture or otherwise any personal property deemed necessary or useful in the equipment, furnishing, improvement, development or management of any property, real or personal, at any time owned, held or occupied by the Corporation and to invest, trade and deal in any personal property deemed beneficial to the Corporation and to lease, rent, encumber or dispose of any personal property at any time owned or held by the Corporation.

(c) To contract debts and borrow money, issue and sell or pledge bonds, debentures, notes and other evidences of indebtedness and to execute such mortgages, transfers or corporate indebtedness as required.

(d) To purchase the corporate assets of any other corporation and engage in the same or other character of business.

(e) To guarantee, endorse, purchase, hold, sell, transfer, mortgage, pledge or otherwise acquire or dispose of the shares of the capital stock of, or any bonds, securities, or other evidences of indebtedness created by, any other corporation of the State of Florida or any other state or government and while owner of such stock to exercise all the rights, powers and privileges of ownership, including the right to vote such stock.

(f) To enter into, make, perform and carry out contracts and agreements of every kind, for any lawful purpose, without limit as to amount, with any person, firm association or corporation; and to transact any further and other business necessarily connected with the purposes of the Corporation or calculated to facilitate the same.

(g) To carry on any or all of its operations and businesses and to promote its objects within the State of Florida or elsewhere, without restriction as to place or amount; and to have, use, exercise and enjoy all of the general powers of like corporations.

(h) To engage in any and all lawful businesses, trades, occupations and professions.

(i) To do any or all of the things herein set forth to the same extent as natural persons might or could do and in any part of the world as principals, agents, contractors or otherwise, alone, or in company with others and to do and perform all such other things and acts as may be necessary, profitable or expedient in carrying on any of the business or acts above-named.

The intention is that none of the objects and powers as hereinabove set forth, except where otherwise specified in this Article, shall be in anyway limited or restricted by reference to or inference from the terms of any other objects, powers or clauses of this Article or any other Articles; but that the objects and powers specified in each of the clauses in this Article shall be regarded as independent objects and powers.

ARTICLE III - CAPITAL STOCK

The maximum number of shares of capital stock that the Corporation is authorized to have outstanding at any time is 750,000 Authorized Shares of common stock, each having the par value of \$.01 Par Value.

Authorized capital stock may be paid for in cash, services, or property, at a just value to be fixed by the Board of Directors of the Corporation at any regular or special meeting.

ARTICLE IV - COMMENCEMENT AND TERM OF EXISTENCE

The Corporation shall have perpetual existence. These Articles of Incorporation shall be effective and the Corporation's existence shall commence upon the filing of these Articles of Incorporation by the Department of State.

ARTICLE V - ADDRESS

The initial street and mailing address of the principal office of the Corporation is to be at 100 North Tampa Street, Suite 2000, Tampa, Florida 33602. The Board of Directors may from time to time designate such other address and place for the principal office of the Corporation as it may see fit.

ARTICLE VI - DIRECTORS

The Corporation shall have four (4) directors initially. the number of directors may be increased or diminished from time to time by the Bylaws. The shareholders shall have the right and power at any regular meeting or at any special meeting called for such purpose to remove any director of the Corporation with or without cause.

ARTICLE VII - INITIAL DIRECTORS

The name and address of the initial directors who shall hold office until their successors are elected and have qualified, is as follows:

Vel Harding
100 North Tampa Street
Suite 2000
Tampa, Florida 33602

Brian Kouwenhoven
100 North Tampa Street
Suite 2000
Tampa, Florida 33602

Helen Ficarra
100 North Tampa Street
Suite 2000
Tampa, Florida 33602

Brenda Kouwenhoven
100 North Tampa Street
Suite 2000
Tampa, Florida 33602

ARTICLE VIII - INCORPORATOR

The name and post office address of the incorporator of these Articles of Incorporation is:

Brian Kouwenhoven
100 North Tampa Street
Suite 2000
Tampa, Florida 33602

ARTICLE IX - INITIAL REGISTERED OFFICE AND AGENT

The initial registered agent of the Corporation is John Lee Brewerton, III, Esquire whose address is 250 North Orange Avenue, Suite 1700, Orlando, Florida 32801.

ARTICLE X - VOTING RIGHTS

Except as otherwise provided by law, the entire voting power for the election of directors and for all other purposes shall be vested exclusively in the holders of the outstanding common shares.

ARTICLE XI - BYLAWS

The power to adopt, alter, amend or repeal the Bylaws of the Corporation shall be reserved to and vested in the Shareholders of the Corporation.

ARTICLE XII - INDEMNIFICATION

A. The Corporation shall indemnify any person who was or is a party or is threatened to be made a party to any threatened, pending, or completed action, suit, or proceeding, whether civil or criminal, administrative or investigative, by reason of the fact that he is or was a director, officer, employee, or agent of the Corporation, or is or was serving at the request of the Corporation as a director, officer, employee, or agent of another corporation, partnership, joint venture, trust, or other enterprise, against expenses (including attorneys' fees), judgements, fines, and amounts paid in settlement, actually and reasonably incurred by him in connection with such action, suit, or proceeding, including any appeal thereof, if he acted in good faith or in a manner he reasonably believed to be in or not opposed to the best interests of the Corporation, and with respect to any criminal action or proceeding, if he had no reasonable cause to believe his conduct was unlawful. However, with respect to any action by or in the right of the Corporation to procure a judgment in its favor, no indemnification shall be made in respect of any claim, issue, or matter as to which such person is adjudged liable for negligence or misconduct in the performance of his duty to the Corporation unless, and only to the extent that, the court in which such action or suit was brought determines, on application, that despite the adjudication of liability, such person is fairly and reasonably entitled to indemnity in view of all the circumstances of the case. Any indemnification hereunder shall be made only on a determination by a majority of disinterested directors or a majority of shareholders that indemnification is proper in the particular circumstances because the party to be indemnified has met the applicable standard of conduct. Determination of any action, suit, or proceeding by judgment, order, settlement, conviction, or on a plea of nolo contendere or its equivalent, shall not, of itself, create a presumption that the party did not meet the applicable standard of conduct. Indemnification hereunder may be paid by the Corporation in advance of the final disposition of any action, suit, or proceeding, on a preliminary determination that the director, officer, employee, or agent met the applicable standard of conduct and on receipt of an undertaking by or on behalf of the director, officer, employee, or agent to repay such amount, unless it is ultimately determined that he is entitled to be indemnified by the Corporation as authorized in this section.

B. The Corporation shall also indemnify any director, officer, employee, or agent who has been successful on the merits or otherwise, in defense of any action, suit, or proceedings, or in defense of any claim, issue, or matter therein, against all expenses, including attorneys' fees, actually and reasonably incurred by him in connection therewith, without the necessity of an

independent determination that such director, officer, employee, or agent met any appropriate standard of conduct.

C. The indemnification provided for herein shall continue as to any person who has ceased to be a director, officer, employee, or agent, and shall inure to the benefit of the heirs, executors, and administrators of such person.

D. In addition to the indemnification provided for herein, the Corporation shall have the power to make any other or further indemnification, except an indemnification against gross negligence or willful misconduct, under any resolution or agreement duly adopted by a majority of disinterested directors, or duly authorized by a majority of shareholders.

E. If any expenses or other amounts are paid by way of indemnification, otherwise than by court order or action by the shareholders, the Corporation shall, not later than the time of delivery to the shareholders of written notice of the next annual meeting, unless such meeting is held within three months from the date of such payment, and, in any event, within fifteen months from the date of such payment, deliver by mail to each shareholder of record at the time entitled to vote for the election of directors, a statement specifying the persons paid, the amounts paid, and the nature and status at the time of such payment of the litigations or threatened litigation.

ARTICLE XIII - PREEMPTIVE RIGHTS

Each shareholder of the Corporation shall have the right to purchase, subscribe for, or receive a right or rights to purchase or subscribe for, at the price at which it is offered to others, a pro rata portion of:

(1) Any stock of any class that the Corporation may issue or sell, whether or not exchangeable for any stock of the Corporation of any class or classes, and whether or not of unissued shares authorized by the Articles of Incorporation as originally filed or by any amendment thereof or out of shares of stock of the Corporation acquired by it after the issuance thereof, and whether issued for cash, labor done, personal property, or real property or leases thereof; or

(2) Any obligation that the Corporation may issue or sell which is convertible into or exchangeable for any stock of the Corporation of any class or classes, or to which is attached or pertinent any warrant or warrants or other instrument or instruments conferring on the holder the right to subscribe for or purchase from the Corporation any shares of its stock of any class or classes.

ARTICLE XIV - RESTRICTIONS ON STOCK TRANSFERS

All of the issued and outstanding shares of the Corporation may be made subject to restrictions on their transferability by agreement among the holders of such shares or between the holders of such shares and the Corporation. A copy of any such agreement shall be kept on file with the Secretary of the Corporation, and shall be subject to inspection by shareholders of record

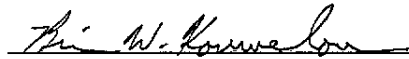
and bona fide creditors of the Corporation at reasonable times during business hours. any transfer of stock in the Corporation in violation of any such agreement effectively restricting such transfer shall be void. Each share certificate issued by the Corporation shall have printed or stamped thereon either a notice that such share are subject to transfer restrictions set forth in a specially referenced document or the following legend:

"The shares of capital stock evidenced by this certificate have not been registered under applicable federal or state securities laws and may not be sold or otherwise transferred unless so registered or unless the Corporation receives a legal opinion acceptable to the Corporation and its counsel that any such sale or other transfer is exempt from such registration requirements."

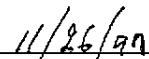
ARTICLE XV - AMENDMENT

These Articles of Incorporation may be amended in the manner provided by law. Every amendment shall be approved by the Board of Directors, proposed by them to the shareholders and approved at a shareholders' meeting by a majority of the stock entitled to vote thereon, unless all the shareholders sign a written statement manifesting their intention that a certain amendment of these Articles of Incorporation may be made.

IN WITNESS WHEREOF, the undersigned has hereunto signed and acknowledged the foregoing Articles of Incorporation under the laws of the State of Florida, on the date set forth next to his signature.



Brian W. Kouwenhoven



Date

**CERTIFICATE OF DESIGNATION
OF
REGISTERED AGENT**

Pursuant to Section 48.091 and 607.0501, Florida Statutes, the following is submitted:

That COMPLETE LEGAL STAFFING, INC., desiring to organize under the laws of the State of Florida with its initial registered office, as indicated in the Articles of Incorporation, at 100 North Tampa Street, Suite 2000, City of Tampa, County of Hillsborough, State of Florida 33602, has named John L. Brewerton, III, P.A., located at 250 North Orange Avenue, Suite 1700, Orlando, Florida 32801, as its registered agent to accept service of process and perform such other duties as are required in the State.

ACKNOWLEDGMENT

Having been named as registered agent to accept service of process for the corporation named above, at the place designated in this certificate, I hereby accept the appointment as registered agent and agree to act in that 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.

JOHN L. BREWERTON, III, P.A.

DATED: January 5, 1998

By: _____


John L. Brewerton, III, President

98 JAN - 8 AM 10:44
FILED
TALLAHASSEE, FLORIDA
SECRETARY OF STATE