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NAME: HUMAN RESOURCE ALLIANCE, INC.

AUDIT NUMBER.....H98000000797

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ARTICLES OF INCORPORATION
OF
HUMAN RESOURCE ALLIANCE, INC.

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TALLAHASSEE, FLORIDA

The undersigned, for the purpose of forming a corporation for profit under the laws of Florida, adopts the following Articles of Incorporation.

ARTICLE 1

NAME AND ADDRESS

Section 1.1 Name. The name of the corporation is Human Resource Alliance, Inc.

Section 1.2 Address of Principal Office. The address of the principal office of the corporation is:

9668 Pritmore Road East
Jacksonville, FL 32257

ARTICLE 2

DURATION

Section 2.1 Duration. This corporation shall exist perpetually. Corporate existence shall commence on the date these Articles are executed, except that if they are not filed by the Department of State of Florida within five business days after they are executed, corporate existence shall commence upon filing by the Department of State.

ARTICLE 3

PURPOSES

Section 3.1 Purposes. This corporation is organized for the purposes of transacting any or all lawful business permitted under the laws of the United States and of the State of Florida.

Prepared by:
John Caven, Jr., Esquire
Florida Bar No. 284130
Foley & Lardner
200 Laura Street North, Third Floor
Post Office Box 240
Jacksonville, FL 32201-0240
Telephone: 904/359-2000

Fax Audit No. H98000000797

ARTICLE 4

CAPITAL

Section 4.1 Authorized Capital. The maximum number of shares of stock which this corporation is authorized to have outstanding at any one time is 10,000 shares of voting common stock having a par value of \$0.01 per share.

ARTICLE 5

INITIAL REGISTERED OFFICE AND AGENT

Section 5.1 Name and Address. The street address of the initial registered office of this corporation is 200 Laura Street, Jacksonville, Florida 32202 and the name of the initial registered agent of this corporation at that address is F&L Corp.

ARTICLE 6

MANAGEMENT

Section 6.1 Number. The business of this corporation shall be managed by its Shareholders rather than by a Board of Directors. In the management of business of the corporation, the act of the shareholders representing a majority of the outstanding shares shall be the act of the shareholders. Each shareholder shall be entitled to one vote in person, or by proxy, for each share of common stock held by him. A majority of the outstanding shares of the corporation entitle to vote, represented in person or by proxy, shall constitute a quorum at any meeting of the shareholders for the management of the business of the corporation.

ARTICLE 7

BYLAWS

Section 7.1 Bylaws. The initial bylaws of this corporation shall be adopted by the board of directors. Bylaws may be amended or repealed from time to time by either the board of directors or the shareholders, but the board of directors shall not alter, amend or repeal any bylaw adopted by the shareholders if the shareholders specifically provide that such bylaw is not subject to amendment or repeal by the board of directors.

ARTICLE 8

INCORPORATOR

Section 8.1 Name and Address. The name and street address of the incorporator of this corporation is:

Name

Address

William D. Mock

9668 Pritmore Road East
Jacksonville, FL 32257

ARTICLE 9

INDEMNIFICATION

Section 9.1 Indemnification. The board of directors is hereby specifically authorized to make provision for indemnification of directors, officers, employees and agents to the full extent permitted by law.

ARTICLE 10

AMENDMENT

Section 10.1 Amendment. This corporation reserves the right to amend or repeal any provision contained in these Articles of Incorporation, and any right conferred upon the shareholders is subject to this reservation.

IN WITNESS WHEREOF, the incorporator has executed these Articles on this 13th day of January, 1998.



William D. Mock, Incorporator

Fax Audit No. H98000000797

ACCEPTANCE BY REGISTERED AGENT

Having been named to accept service of process for the above-stated corporation, at the place designated in the above Articles of Incorporation, F&L Corp. hereby agrees to act in this capacity, and further agrees to comply with the provisions of all statutes relative to the proper and complete performance of its duties. F&L Corp. is familiar with and accepts the obligations of a registered agent.

F&L CORP.

By: Charles V. Hedrick
Charles V. Hedrick
Authorized Signatory

Date: January 13, 1998

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