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CR2E031 (1-89)

ARTICLES OF INCORPORATION OF EXECUTIVE SEARCH RESEARCH, INC.

THE UNDERSIGNED, acting as sole incorporator of a corporation formed under the Florida Business Corporation Act, adopts the following Articles of Incorporation:

FIRST: The name of the corporation (the "Corporation") is:

EXECUTIVE SEARCH RESEARCH, INC.

SECOND: The initial principal office or mailing address of the Corporation

is:

10 Tower Lane Avon, Connecticut 06001

THIRD: The aggregate number of shares that the Corporation is authorized to issue is Five Thousand (5,000) shares of common stock and the par value of each such share shall be One Cent (\$.01). Par value shall have no effect on the Corporation's capital structure.

FOURTH: The street address of the initial registered office of the Corporation is:

c/o CT Corporation System 1200 South Pine Island Road Plantation, Florida 33324

and the name of the Corporation's registered agent at such address is:

CT Corporation System

FIFTH: The name and address of the sole incorporator of the

Corporation is:

Aaron A. Farmer, Esq. c/o Cummings & Lockwood P.O. Box 413032 Naples, FL 34101 SIXTH: The number of directors constituting the initial Board of Directors of the Corporation is Two (2) and the name and address of the person(s) who are to serve as directors of the Corporation until the first annual meeting of the shareholders of the Corporation, or until one or more successors have been elected and qualified, is as follows:

Janet Ouelette 24 Smith Lane Burlington, CT 06013

John Fisher 58 Wyngate Simsbury, CT 06070

IN WITNESS WHEREOF, the undersigned, being the sole incorporator hereinbefore named, for the purpose of forming a corporation under the Florida Business Corporation Act has executed these Articles of Incorporation this of March, 1998.

Name: Aaron A. Farmer, Esq.

Title: Initial Incorporator

CERTIFICATE OF DESIGNATION OF REGISTERED AGENT/REGISTERED OFFICE

PURSUANT TO THE PROVISIONS OF SECTION 607.0501, FLORIDA STATUTES, THE UNDERSIGNED CORPORATION, ORGANIZED UNDER THE 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 EXECUTIVE SEARCH RESEARCH, INC.
- 2. The name and address of the registered agent and office is:

CT Corporation System c/o CT Corporation System 1200 South Pine Island Road Plantation, Florida 33324

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.

CT CORPORATION SYSTEM

Dated:	3-6-98	 By:	Conice Buy.	SEC.	$\widetilde{\mathbf{\omega}}$	_
		Name: Title:	CONNIE BRYAN SPECIAL ASSISTANTS	RETATOY OF STATE WHA SEE, FLORIDA	MAR 26 PM 3:21	

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