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LAW OFFICES  
EDWARD A. HANNA, JR., P.A.

EMERALD HILLS PROFESSIONAL PARK  
4700 S SHERIDAN STREET  
HOLLYWOOD, FLORIDA 33021

ALSO ADMITTED FEDERAL,  
PENNSYLVANIA AND  
WASHINGTON, D.C. BARS

BROWARD: (954) 893-7030  
FAX: (954) 962-8192  
PAGER: (954) 528-5585

October 16, 1998

SECRETARY OF STATE  
Division of Corporations  
P.O. Box 6327  
Tallahassee, Florida 32314

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-11/02/98--01123--005  
\*\*\*\*612.50 \*\*\*\*\*78.75

IN RE: LEEWARD INTERNATIONAL, INC.  
FILE NUMBER: 98-091103-EAH/CIV  
FILE CODE: RED  
CECN: LEEWA-30.1

Dear Sir/Madame:

Enclosed herewith find the original ARTICLES OF INCORPORATION and two (2) photocopies of same for the above corporation. We have also enclosed our check in the amount of: One Hundred and Twenty Two and Fifty Cents (\$122.50) Dollars to cover the filing fees for the above corporation.

Please file the said ARTICLES and return two (2) certified copies to us by return mail. A self-addressed, stamped envelope is enclosed herewith for your convenience.

Thank you for your prompt time and attention to this matter.

Yours Sincerely,

LAW OFFICES OF:  
EDWARD A. HANNA, JR., P.A.

BY:   
EDWARD A. HANNA, JR., ESQ.  
EAH/lp  
CC: CLIENT

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98 NOV -2 PM 3:14  
SECRETARY OF STATE  
TALLAHASSEE, FLORIDA

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SECRETARY OF STATE  
TALLAHASSEE, FLORIDA

of

LEEWARD INTERNATIONAL, INC.

The undersigned hereby states, for the purpose of forming a corporation under the laws of the State of Florida, providing for the formation, rights, privileges, immunities, and liabilities of corporation for profit, as follows:

ARTICLE I - NAME

The name of this corporation, (hereinafter referred to as the "Corporation") shall be:

LEEWARD INTERNATIONAL, INC.

ARTICLE II - PURPOSE

This Corporation is organized for the purposes of:

A. Establishment and management of comprehensive international employment placement services for customers and clients of this corporation and its affiliates, and further,

B. Provide comprehensive consulting and advisory services to such clients in all phases and in all aspects of international employment matters, and,

C. Further, however, this Corporation is organized for the purpose of transacting any or all other lawful business activities.

The enumeration of objects or purposes herein shall not be deemed to exclude or in any way limit by inference, any powers, objects or purposes which this Corporation is empowered to exercise, whether expressly by force of the laws of the State of Florida, now or hereafter in effect, or impliedly by any reasonable construction of said laws.

### ARTICLE III - DURATION

This Corporation shall have perpetual existence, unless dissolved according to law, commencing on the date of the filing of these ARTICLES OF INCORPORATION with the Florida Department of State.

### ARTICLE IV - CAPITAL STOCK

This Corporation is authorized to issue One-Thousand (1000) shares of stock, each having a par value One (\$1.00) Dollar per share; and to be fully paid in and non-assessable; all of which will be common stock and which shall be designated hereafter: "Common Shares;" and Six-Hundred (600) shares shall be issued and sold for such consideration as may be fixed by the Board of Directors hereof. Said shares of stock shall be issued, sold or transferred only in accordance with the By-Laws of this Corporation and this Corporation may from time to time make, and all of said shares of stock subscribed to shall be paid for either in cash, property, labor or services, it being recognized that property, labor or services rendered may be purchased or paid for with the common stock of this Corporation as a just valuation.

### ARTICLE V - PRE-EMPTIVE RIGHTS

Every Shareholder, upon the sale for cash of any new stock of this Corporation, shall have the right to purchase his pro-rata share thereof (as nearly as may be done without issuance of fractional shares) at the price at which it is offered to others.

### ARTICLE VI - INDEMNIFICATION

This Corporation shall indemnify any Officer or Director, or any former Officer or Director, to the full extent permitted by law.

**ARTICLE VII - INITIAL REGISTERED OFFICE AND AGENT**

The street address of the initial Registered Office of this Corporation shall be:

LEEWARD INTERNATIONAL, INC.  
757 S.E. 17th Street, Suite #213  
Fort Lauderdale, Florida 33316

The name of the initial Registered Agent of this Corporation, located at the above said address, shall be:

**JOVANNI SAEZ**

**ARTICLE VIII - INITIAL BOARD OF DIRECTORS**

This Corporation shall have three (3) Directors constituting the initial Board of Directors. The number of Directors may be either increased or decreased from time to time consistent with the By-Laws of this Corporation and the Shareholders Agreement. The name, address and departmental titles of the initial Directors, of this Corporation shall be:

**MARIA COSTA**, also President & Chairman  
**J. D. CHANDLER**, also Secretary/Treasurer  
**JOVANNI SAEZ**, also Registered Agent  
757 S.E. 17th Street, Suite #213  
Fort Lauderdale, Florida 33316

**ARTICLE IX - POWERS OF THE DIRECTORS**

The Directors may exercise all powers held by this Corporation without limitation, not inconsistent with the laws of the State of Florida, and in particular, they may:

A. Determine upon what terms and conditions certificates of stock which have been lost or destroyed may be replaced or reissued.

B. Make By-Laws for the exercise of corporate powers, the management regulation and government of this Corporation's property and affairs, the transfer of stock and the calling and holding of meetings of its shareholders.

C. Appoint such officers and agents as the affairs of this Corporation shall require, and allow for suitable compensation.

D. Acquire by purchase, gift or other lawful mode, shares of its own capital stock and the capital stock of other corporations.

E. File a plan or any documents required by the Internal Revenue Service under Section 1244, pertaining to small business corporations or "Sub-Chapter S" in the event that the Directors feel it is in the best interests of this Corporation.

#### ARTICLE X - INCORPORATORS

The name and address of the person signing these Articles is:

NAME: MARIA COSTA  
ADDRESS: 757 S.E. 17th Street, Suite #213  
Fort Lauderdale, Florida 33316

#### ARTICLE XI - AMENDMENT

This Corporation reserves the right to amend or repeal any provision or provisions contained and set forth in these ARTICLES OF INCORPORATION, or any Amendment hereto, and any right conferred upon any Shareholder or Shareholders is subject to this same said reservation.

#### ARTICLE XII - INITIAL CAPITAL INVESTMENT

The amount of initial investment capital with which this Corporation shall begin business operation One-Thousand and No Cents (\$1000.00) Dollars.

IN WITNESS WHEREOF, the undersigned Subscriber has  
executed these ARTICLES OF INCORPORATION this 6th day of  
October, 1998.



Subscriber: MARIA COSTA,  
President and Chief Executive Officer

CERTIFICATE RE:

NOTARIZED EXECUTION OF ARTICLES OF INCORPORATION

NAME OF CORPORATION:

LEEWARD INTERNATIONAL, INC.

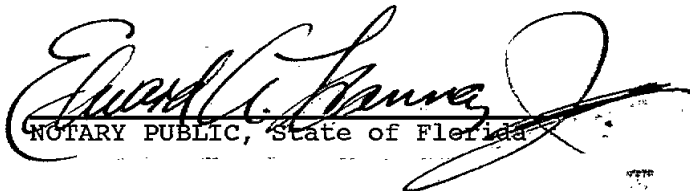
STATE OF FLORIDA     )  
                              )  
COUNTY OF BROWARD    )

BEFORE ME, a Notary Public authorized to take acknowledgments in the State and County set forth above, personally appeared MARIA COSTA, known to me to be the person who executed the foregoing ARTICLES OF INCORPORATION, and he/she acknowledged before me that he/she executed those same said ARTICLES OF INCORPORATION for:

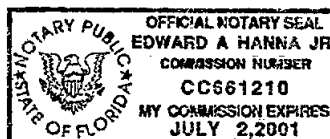
LEEWARD INTERNATIONAL, INC.  
757 S.E. 17th Street, Suite #213  
Fort Lauderdale, Florida 33316

IN WITNESS WHEREOF, I have hereunto set my hand and affixed my official seal in the State and County aforesaid,

this     6th                      October  
this     \_\_\_\_\_ day of     \_\_\_\_\_, 1998.

  
NOTARY PUBLIC, State of Florida

My Commission Expires:



This Document was prepared by:

THE LAW OFFICES OF:  
EDWARD A. HANNA, JR., P.A.

By: EDWARD A. HANNA, Jr., Esq.  
Emerald Hills Professional Park  
4700-B Sheridan Street  
Hollywood, Florida 33021  
Telephone: (954) 893-7030  
Telefax: (954) 962-8192

CERTIFICATE RE:

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SECRETARY OF STATE  
TALLAHASSEE, FLORIDA

SERVICE OF PROCESS  
PLACE OF BUSINESS OR DOMICILE  
and  
REGISTERED AGENT

NAME OF CORPORATION:

LEEWARD INTERNATIONAL, INC.  
757 S.E. 17th Street, Suite #213  
Fort Lauderdale, Florida 33316

THIS CERTIFICATE IS EXECUTED FOR THE PURPOSE OF DESIGNATING THE PLACE OF BUSINESS OR DOMICILE FOR THE SERVICE OF PROCESS WITHIN FLORIDA AND FOR NAMING THE AGENT OF THIS CORPORATION, UPON WHOM PROCESS MAY BE LAWFULLY SERVED.


IN COMPLIANCE WITH SECTION 48.091, FLORIDA STATUTES, THE FOLLOWING IS SUBMITTED:

FIRST, THAT LEEWARD INTERNATIONAL, INC. DESIRING TO ORGANIZE OR QUALIFY UNDER THE LAWS OF THE STATE OF FLORIDA, WITH ITS PRINCIPAL PLACE OF BUSINESS LOCATED AT:

LEEWARD INTERNATIONAL, INC.  
757 S.E. 17th Street, Suite #213  
Fort Lauderdale, Florida 33316

HAS NAMED: JOVANNI SAEZ  
LOCATED AT: 757 S.E. 17th Street, Suite #213  
Fort Lauderdale, Florida 33316

AS ITS AGENT TO ACCEPT SERVICE OF PROCESS WITHIN FLORIDA.

SIGNATURE   
JOVANNI SAEZ  
REGISTERED AGENT

TITLE \_\_\_\_\_

DATE 6th day of October, 1998.

SECOND, HAVING BEEN NAMED TO ACCEPT SERVICE OF PROCESS FOR THE ABOVE STATED CORPORATION, AT THE PLACE DESIGNATED IN THIS CERTIFICATE, I HEREBY AGREE TO ACT IN THIS CAPACITY, AND I FURTHER AGREE TO COMPLY WITH THE PROVISIONS OF ALL STATUTES RELATIVE TO THE PROPER PERFORMANCE OF MY DUTIES.

SIGNATURE   
Registered Agent of the Corporation

DATE: 6th day of October, 1998.

CERTIFICATE RE:

NOTARIZED EXECUTION OF SERVICE OF PROCESS CERTIFICATE

NAME OF CORPORATION:

LEEWARD INTERNATIONAL, INC.

STATE OF FLORIDA     )  
                              )  
COUNTY OF BROWARD    )

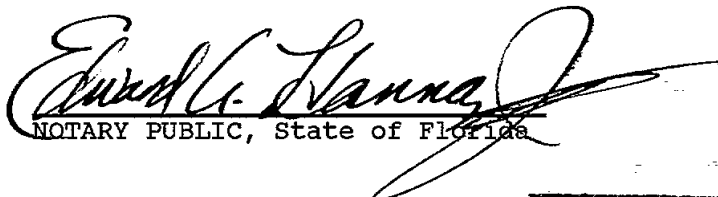
BEFORE ME, a Notary Public authorized to take  
acknowledgments in the State and County set forth above,  
personally appeared: JOVANNI SAEZ, known to me to be the person  
who executed the foregoing:

CERTIFICATE RE: SERVICE OF PROCESS

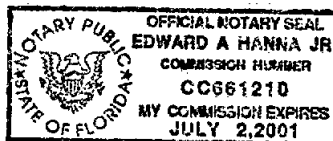
and he/she acknowledged before me that he/she executed the said  
CERTIFICATE RE: SERVICE OF PROCESS, for:

LEEWARD INTERNATIONAL, INC.  
757 S.E. 17th Street, Suite #213  
Fort Lauderdale, Florida 33316

IN WITNESS WHEREOF, I have hereunto set my hand and  
affixed my official seal in the State and County aforesaid,  
this 6th day of October, 1998.

  
NOTARY PUBLIC, State of Florida

My Commission Expires:



This Document was prepared by:

THE LAW OFFICES OF:  
EDWARD A. HANNA, JR., P.A.

By: EDWARD A. HANNA, Jr., Esq.  
Emerald Hills Professional Park  
4700-B Sheridan Street  
Hollywood, Florida 33021  
Telephone: (954) 893-7030  
Telefax: (954) 962-8192