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FLORIDA PROFIT CORPORATION OR P.A.

Best Practices of the Staffing Industry, Inc.

Certificate of Status	0
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Articles of Incorporation  
of  
Best Practices of the Staffing Industry, Inc.

ARTICLE I

Name and Duration

The name of the Corporation is Best Practices of the Staffing Industry, Inc. The duration of the Corporation is perpetual. The effective date upon which this Corporation shall come into existence shall be the date these Articles are filed by the Secretary of State.

ARTICLE II

Principal Office

The address of the principal office of the Corporation is 5179 S.W. 71<sup>st</sup> Place, Miami, Florida 33155.

ARTICLE III

Registered Office and Agent

The address of the registered office in the State of Florida is 5179 S.W. 71<sup>st</sup> Place, Miami, Dade County, Florida 33155. The name of the registered agent at such address is D. Austin Stubblefield.

ARTICLE IV

Corporate Purposes, Powers and Rights

1. The nature of the business to be conducted or promoted and the purposes of the Corporation are to engage in any lawful act or activity for which corporations may be organized under the Florida Business Corporation Act.

2. In furtherance of its corporate purposes, the Corporation shall have all of the general and specific powers and rights granted to and conferred on a corporation by the Florida Business Corporation Act.

Baker & Hostetler LLP  
200 S. Orange Avenue, Suite 2300  
Orlando, FL 32801  
407/649-4000

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ARTICLE V

Capital Stock

1. The total number of shares of capital stock which the Corporation has the authority to issue is 1,000 shares of Common Stock ("Common Stock"), no par value per share.

ARTICLE VI

Incorporator

The name and mailing address of the incorporator of this Corporation is as follows:

<u>Name</u>	<u>Address</u>
A.G.C. Co.	200 S. Orange Avenue, Suite 2300 Orlando, Florida 32801

ARTICLE VII

Board of Directors

1. The number of members of the Board of Directors may be increased or diminished from time to time as provided by the Bylaws; provided, however, there shall never be less than one. Each director shall serve until the next annual meeting of shareholders.

2. If any vacancy occurs in the Board of Directors during a term, the remaining directors, by affirmative vote of a majority thereof, may elect a director to fill the vacancy until the next annual meeting of shareholders.

3. The name and mailing address of the person who shall serve as director of the Corporation until the first annual meeting of the shareholders are as follows:

<u>Name</u>	<u>Address</u>
D. Austin Snubblefield	5179 S.W. 71 <sup>st</sup> Place Miami, Florida 33155

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### ARTICLE VIII

#### Amendment

The Corporation reserves the right to amend, alter, change or repeal any provision contained in these Articles of Incorporation, in the manner now or hereafter prescribed by statute, and all rights conferred upon shareholders herein are granted subject to this reservation.

### ARTICLE IX

#### Bylaws

The power to adopt, amend or repeal bylaws for the management of this Corporation shall be vested in the Board of Directors or the shareholders, but the Board of Directors may not 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 X

#### Indemnification

The Corporation shall indemnify any incorporator, officer or director, or any former incorporator, officer or director, to the full extent permitted by law.

### ARTICLE XI

#### Transfer of Shares

If, from time to time, a shareholders' agreement among all of the shareholders of the Corporation is in effect regarding the Subchapter S status of the Corporation pursuant to the Internal Revenue Code of the United States in effect from time to time, then transfers of the Corporation's Common Stock made not in accordance with such agreement, whether by operation of law or otherwise, are null and void ab initio.

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The undersigned, for the purpose of forming a corporation under the laws of the State of Florida, does make, file and record these Articles of Incorporation, and does certify that the facts herein stated are true; and I have accordingly hereunto set my hand and seal

DATED at Orlando, Orange County, Florida, this 9<sup>th</sup> day of July, 1999.

A.G.C. CO.,  
Incorporator

By: Rosemary O'Shea, Vice President

STATE OF FLORIDA     )  
                                      ) SS.  
COUNTY OF ORANGE    )

The foregoing instrument was acknowledged before me this 9<sup>th</sup> day of July, 1999, by Rosemary O'Shea, Vice President of A.G.C Co., a Florida corporation, on behalf of the corporation. He/she is personally known to me, ~~or has produced~~ \_\_\_\_\_ as identification.

(NOTARY SEAL)

Connie S. Walker  
(Notary Signature)

Connie S. Walker  
(Notary Name Printed)  
NOTARY PUBLIC  
Commission No \_\_\_\_\_

 Connie S. Walker  
MY COMMISSION # CC847047 EXPIRES  
June 18, 2003  
BONDED THRU TROY FAIR INSURANCE, INC.

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REGISTERED AGENT CERTIFICATE

In pursuance of the Florida Business Corporation Act, the following is submitted, in compliance with said statute:

That BEST PRACTICES OF THE STAFFING INDUSTRY, INC. desiring to organize under the laws of the State of Florida, with its registered office, as indicated in the Articles of Incorporation at the City of Miami, County of Dade, State of Florida, has named D. Austin Stubblefield, located at said registered office, as its registered agent to accept service of process and perform such other duties as are required in the State.

ACKNOWLEDGMENT:

Having been named to accept service of process and serve as registered agent for the above-stated Corporation, at the place designated in this Certificate, I hereby accept to act in this capacity, and agree to comply with the provision of said statute relative to keeping open said office, and further states I am familiar with §607.0501, Florida Statutes.

  
D. Austin Stubblefield

DATED: July 16, 1999

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