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EEO SOLUTIONS, INC.

Christopher M. Shulman, Principal P.O. Box 10265

Tampa, FL 33679-0265 Phone: 813/264-9079

Fax: 813/871-6215

E-mail:chris_shulman@eeo-solutions.com

July 28, 1999

Department of State Division of Corporations P.O. Box 6327 Tallahassee, FL 32314

Re: EEO Solutions, Inc.

800002946178--5 -07/30/99--01076--018 *****78.75 *****78.75

Dear Sir or Madam:

Enclosed please find the original and one copy of the articles of incorporation and a check for \$78.75, representing the filing fee plus the fee for a certified copy of the articles of incorporation for EEO Solutions Inc.

Sincerely,

Christopher M. Shulman

Principal

Enclosures

99 JUL 30 PH 4: 20
SECRETARY OF STATE
JALLAHASSEE FLORIDA

Articles of Incorporation for EEO Solutions Inc.

${\it The under signed incorporator, for the purpose of forming a corporation under the Florida~Business}$	
Corporation A	Act, hereby adopts the following articles of incorporation.
Article I	Name ARE STATE OF THE STATE OF
	The name of the corporation shall be: EEO Solutions, Inc.
Article II	Principal Office STATE 20
	The principal place of business and mailing address of this Corporation shall be: EEO Solutions, Inc., P.O. Box 10265, Tampa, FL 33679-0265.
Article III	Shares
	The number of shares of stock that this corporation is authorized to have outstanding at any one time is: 10,000.
Article IV	Initial Registered Agent and Street Address
	The name and Florida street address of the initial registered agent are: Christopher M. Shulman, 2620 West Kennedy Blvd., Tampa, FL 33609.
Article V	Incorporator
	The name and address of the incorporator to these are articles of incorporation all are: Christopher M. Shulman, 2620 West Kennedy Blvd., Tampa, FL 33609.
Olee	Drubmer 7/26/99
Signature of Incorporator Date	

Having been named as registered agent and to accept service of process for the above stated Corporation at the place in designated in this certificate, I hereby except 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 except the obligations of my position as registered agent.

Signature of Registered Agent

Date