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FLORIDA PROFIT CORPORATION OR P.A.

HR ExpertEase, Inc.

Certificate of Status	0
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FLORIDA DEPARTMENT OF STATE
Katherine Harris
Secretary of State

September 22, 1999

MCGUIRE, WOODS

SUBJECT: HR EXPERTEASE, INC.
REF: W99000021620

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Niel Christensen
Senior Clerk

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ARTICLES OF INCORPORATION
OF
HR EXPERT EASE, INC.

The undersigned incorporator, for the purpose of forming a corporation under the Florida Business Corporation Act, hereby adopts the following Articles of Incorporation.

ARTICLE I

Name and Duration

The name of the Corporation shall be HR ExpertEase, 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 in the State of Florida is 2695 Merrill Blvd., in the City of Jacksonville Beach, Florida 32250.

ARTICLE III

Registered Office and Agent

The address of the initial registered office in the State of Florida is 2695 Merrill Blvd., in the City of Jacksonville Beach, County of Duval 32250. The name of the initial registered agent at such address is Eve Sheridan.

Prepared by Lisa O. Taylor, Esq.
McGuire, Woods, Battle & Boothe LLP
50 N. Laura Street
3300 Harbolt Center
Jacksonville, FL 32202
(904) 798-2607
Attorney No.: 0910872

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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.

ARTICLE V

Capital Stock

1. The total number of shares of capital stock which the Corporation has the authority to issue is One thousand (1,000 shares of Common Stock ("Common Stock") \$.01 par value per share.

ARTICLE VI

Incorporator

The name and street address of the incorporator to these Articles of Incorporation is:

Name

Evo Sheridan

Address

2695 Merrill Blvd.
Jacksonville Beach, FL 32250

ARTICLE VII

Board of Directors

1. The number of members of the Board of Directors may be increased or decreased from time to time as provided in 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.

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

NameAddress

Eve Sheridan

2695 Merrill Blvd.
Jacksonville Beach, Florida 32250ARTICLE VIIIAmendment

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 IXBylaws

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 XIndemnification

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

ARTICLE XITransfer 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 incorporator has executed these Articles of Incorporation this 20th day of September, 1999.

By: Eve A. Sheridan
Eve Sheridan

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REGISTERED AGENT CERTIFICATE

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 HR ExpertEase, Inc.
2. The name and address of the registered agent and office is:

Eve Sheridan
2695 Merrill Blvd.
Jacksonville Beach, Florida 32250

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.

By: Eve A. Sheridan
Eve Sheridan

DATED: 9/20/99

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