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October 11, 1999

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*****236.25 *****78.75

Division of Corporations
FLORIDA DEPARTMENT OF STATE
Post Office Box 6327
Tallahassee, Florida 32314

FILED
99 OCT 14 AM 9:50
SECRETARY OF STATE
TALLAHASSEE, FLORIDA

RE: Valuable People, Inc. / Articles of Incorporation
TCM/HP, Inc. / Articles of Incorporation
Hospitality People, Inc. / Articles of Incorporation

Dear Sir or Madam:

Enclosed herewith please find the original Articles of Incorporation for Valuable People, Inc., TCM/HP, Inc. and Hospitality People, Inc. together with our check in the amount of \$236.25 for the filing/recording fees as well as certified copies.

If you have any questions with respect to this matter, please feel free to contact the undersigned at your convenience.

Very truly yours,


John A. Leklem

JAL/cw

Enclosures: Articles of Incorporation (3)
Check (\$236.25)

10/19/99

T.B.

ARTICLES OF INCORPORATION
OF
HOSPITALITY PEOPLE, INC.

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SECRETARY OF STATE
TALLAHASSEE, FLORIDA

Article I

NAME: The name of this corporation shall be Hospitality People, Inc.

Article II

PRINCIPAL OFFICE AND MAILING ADDRESS: The principal office and mailing address of this corporation shall be: 442 North Dillard Street, Suite 2, Winter Garden, FL 34787

Article III

PURPOSE: The purpose of this corporation is to provide online recruiting services and assistance to persons and corporations and any other purpose authorized by law.

Article IV

POWERS: The corporation shall have and exercise any and all powers, rights and privileges which a corporation organized under the Corporation Law of the State of Florida by law may now or hereafter have or exercise, including, but not limited to the following:

- (1) To sue and be sued, complain, and defend in its corporate name;
- (2) To have a corporate seal, which may altered at will and to use it or a facsimile of it, by impressing or affixing it to or in any manner reproducing it;
- (3) To purchase, receive, lease, or otherwise acquire, own, hold, improve, use, and otherwise deal with real or personal property or any legal or equitable interest in property wherever located;

- (4) To sell, convey, mortgage, pledge, create a security interest in, lease, exchange, and otherwise dispose of all or any part of its property;
- (5) To lend money to, and use its credit to assist its officers and employees in accordance with §607.0833, Florida Statutes.
- (6) To purchase, receive, subscribe for, or otherwise acquire, own, hold, vote, use, sell, mortgage, lend, pledge, or otherwise dispose of, and deal in and with shares or other interests in, or obligations of, any other entity;
- (7) To make contracts and guarantees, incur liabilities, borrow money, issue its notes, bonds, and other obligations, and secure any of its obligations by mortgage or pledge of any of its property, franchises and income;
- (8) To lend money, invest and reinvest its funds, and receive and hold real and personal property as security for repayment;
- (9) To conduct its business, locate offices, and exercise the powers granted by the Florida Corporation Act within or without the State of Florida;
- (10) To elect directors and appoint officers, employees, and agents of the corporation and define their duties, fix their compensation, and lend them money and credit;
- (11) To make and amend bylaws, not inconsistent with its articles of incorporation or with the laws of the State of Florida, for managing the business and regulating the affairs of the corporation;
- (12) To make donations for the public welfare or for scientific, charitable or educational purposes;
- (13) To transact any lawful business that will aid governmental policy;
- (14) To make payments or donations or do any other act not inconsistent with law that furthers the business and affairs of the corporation;
- (15) To pay pensions and establish pension plans, profit-sharing plans, bonus plans and other benefit plans for any or all of its current or former directors, officers, employees, and agents and for any or all of its current or former directors, officers, employees, and agents of its subsidiaries;
- (16) To provide insurance for its benefit on the life of any of its directors, officers, or employees, or on the life of any shareholder for the purpose of acquiring at death shares of the stock owned by the shareholder or by the spouse or children of the

shareholder;

- (17) To be a promoter, incorporator, partner, member, associate, or manger of any corporation, partnership, joint venture, trust or other entity; and
- (18) To do any other act within the law to further the purposes and affairs of the corporation.

Article V

AUTHORIZED SHARES:

- (1) Voting: The corporation is authorized to have 10,000 shares of voting common stock having a par value of \$0.01 per share.
- (2) Non-Voting: The corporation is authorized to have 10,000 shares of non-voting common stock having a par value of \$0.01 per share.
- (3) Transfer of Shares: Shares of stock shall not be transferred or sold until the board of directors approves such transfer or sale.

Article VI

BYLAWS: The affairs of this corporation shall be governed by those Bylaws adopted by the Board of Directors and as amended from time to time.

Article VII

EFFECTIVE DATE: The date of filing with the Department of State shall be the Effective Date.

Article VIII

INITIAL REGISTERED AGENT AND REGISTERED OFFICE ADDRESS: The name and office street address of the initial registered agent is: Chris van der Baars, 442 North Dillard Street, Suite, 2, Winter Garden, FL 34787.

Article IX

INCORPORATOR: The name and address of the incorporator is: Chris van der Baars, 442

North Dillard Street, Suite 2, Winter Garden FL 34787.

Article X

INITIAL BOARD OF DIRECTORS: The name and address of each member of this corporation's initial Board of Directors are:

Chris van der Baars, 442 North Dillard Street, Suite 2, Winter Garden FL 34787;

Paul Van Mechelen, 442 North Dillard Street, Suite 2, Winter Garden FL 34787;

David San Filippo, 442 North Dillard Street, Suite 2, Winter Garden FL 34787.

The affairs of this corporation shall be managed by a Board of Directors and the number of directors may be changed by amendment of the By-Laws of the corporation.

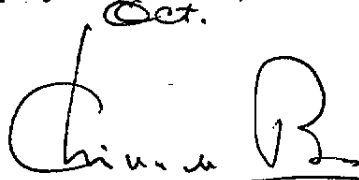
ARTICLE XI

OFFICERS AND THEIR DUTIES: The officers of this corporation shall be a president, secretary and treasurer, who may be the same person and who may be members of the Board of Directors, and such other officers as the Board may from time to time by resolution create.

Article XII

AMENDMENT OF ARTICLES OF INCORPORATION: The corporation reserves the right to amend, add to, or repeal any provision contained herein in the manner consistent with law and in conformity with the provisions set forth in the bylaws.

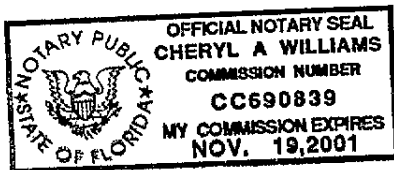
IN WITNESS WHEREOF, for the purpose of forming this corporation under the laws of the State of Florida, the undersigned, constituting the incorporator of this corporation, has executed these Articles of Incorporation this 1st day of ~~September~~ ^{Oct.}, 1999.



CHRIS VAN DER BAARS, Incorporator

STATE OF FLORIDA
COUNTY OF ORANGE

The foregoing Articles of Incorporation for Valuable People, Inc., were acknowledged before this 15 day of ~~September~~ October, 1999, by Chris van der Baars.



Cheryl A. Williams

Notary Public
Printed Commission Name
Commission Expiration

Personally known ✓ OR produced identification _____
Type of Identification produced: N/A

**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:

Hospitality People, Inc.

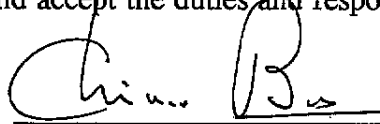
2. The name and address of the registered agent and office is:

Chris van der Baars
442 North Dillard St. Ste.2
Winter Garden, FL 34787.

Having been named as registered agent and to accept service of process for the above stated corporation at the place designated in this certificate, by my signature below, 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.

ACCEPTANCE OF REGISTERED AGENT

I hereby am familiar with and accept the duties and responsibilities as registered agent for said corporation.



CHRIS VAN DER BAARS
Registered Agent

FILED
99 OCT 14 AM 9:50
SECRETARY OF STATE
TALLAHASSEE, FLORIDA