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COVER LETTER

TO: Amendment Section
Division of Corporations

NAME OF CORPORATION: Norris Associates, Inc.

DOCUMENT NUMBER: P99000103393

The enclosed *Articles of Amendment* and fee are submitted for filing.

Please return all correspondence concerning this matter to the following:

Thomas J. Natoli

(Name of Contact Person)

Integrity Employee Leasing, Inc.

(Firm/ Company)

23380 Janice Avenue, Unit 3A

(Address)

Port Charlotte, Florida 33980

(City/ State/ and Zip Code)

For further information concerning this matter, please call:

Andrew Froman, Esq.

(Name of Contact Person)

at (941) 957-3800

(Area Code & Daytime Telephone Number)

Enclosed is a check for the following amount:

☐ \$35 Filing Fee

☐ \$43.75 Filing Fee &
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☐ \$52.50 Filing Fee
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Certified Copy
(Additional Copy
is enclosed)

Mailing Address

Amendment Section
Division of Corporations
P.O. Box 6327
Tallahassee, FL 32314

Street Address

Amendment Section
Division of Corporations
409 E. Gaines Street
Tallahassee, FL 32399

Articles of Amendment
to
Articles of Incorporation
of

FILED

04 DEC 21 PM 3:43

DEPT. OF STATE
TALLAHASSEE, FLORIDA

Norris Associates, Inc.

(Name of corporation as currently filed with the Florida Dept. of State)

P99000103393

(Document number of corporation (if known))

Pursuant to the provisions of section 607.1006, Florida Statutes, this *Florida Profit Corporation* adopts the following amendment(s) to its Articles of Incorporation:

NEW CORPORATE NAME (if changing):

Integrity Employee Leasing, Inc.

(Must contain the word "corporation," "company," or "incorporated" or the abbreviation "Corp.," "Inc.," or "Co.")
(A professional corporation must contain the word "chartered", "professional association," or the abbreviation "P.A.")

AMENDMENTS ADOPTED- (OTHER THAN NAME CHANGE) Indicate Article Number(s) and/or Article Title(s) being amended, added or deleted: (**BE SPECIFIC**)

New officers and directors, ownership interests and registered agent.

Director, President and CEO, Thomas J. Natoli (90% ownership interest)

Mrs. Janice E. Norris, Director (5% ownership interest)

Mr. Ernest P. Norris, Director (5% ownership interest)

Registered Agent – Thomas J. Natoli, 23380 Janice Avenue, # 3A, Port Charlotte, Florida 33980

(Attach additional pages if necessary)

If an amendment provides for exchange, reclassification, or cancellation of issued shares, provisions for implementing the amendment if not contained in the amendment itself: (if not applicable, indicate N/A)

(continued)

The date of each amendment(s) adoption: December 16, 2004

Effective date if applicable: December 16, 2004
(no more than 90 days after amendment file date)

Adoption of Amendment(s) **(CHECK ONE)**

- ☒ The amendment(s) was/were approved by the shareholders. The number of votes cast for the amendment(s) by the shareholders was/were sufficient for approval.
- ☐ The amendment(s) was/were approved by the shareholders through voting groups. *The following statement must be separately provided for each voting group entitled to vote separately on the amendment(s):*

"The number of votes cast for the amendment(s) was/were sufficient for approval by _____."
(voting group)

- ☐ The amendment(s) was/were adopted by the board of directors without shareholder action and shareholder action was not required.
- ☐ The amendment(s) was/were adopted by the incorporators without shareholder action and shareholder action was not required.

Signed this 20th day of December, 2004.

Signature _____

(By a director, president or other officer - if directors or officers have not been selected, by an incorporator - if in the hands of a receiver, trustee, or other court appointed fiduciary by that fiduciary)

Thomas J. Natoli

(Typed or printed name of person signing)

Director, President and CEO

(Title of person signing)

FILING FEE: \$35