

S77513

Tropical Top Auto /Marine
Upholstery Inc
113 NW 6th ST
Pompano Beach FL 33060

Division of Corporations
Po Box 6327
Tallahassee FL 32314

Please see attached Enclosures:

1. Articles of Amendment to Articles of Incorporation of Tropical Top Auto/Marine Upholstery Inc.
2. Our Drug Policy
- 3..Check in the amount of 43.75 for Filing Fee and (1) certified copy

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-05/04/01 --01031 --010
*****43.75 *****43.75

If you have any questions we can be reached at 954-941-7184

Thank You ,

Robert Higgins

ROBERT HIGGINS

~~ROBERT HIGGINS~~

*Amendment
LTS
7-11-2001*

FILED
SECRETARY OF STATE
DIVISION OF CORPORATIONS
2001 JUL -9 PM 12:02



FLORIDA DEPARTMENT OF STATE
Katherine Harris
Secretary of State

May 10, 2001

Robert Higgins
% TROPICAL TOP & AUTO/MARINE UPHOLSTERY
113 NW 6th Street
Pompano Beach, FL 33060

SUBJECT: TROPICAL TOP & AUTO/MARINE UPHOLSTERY, INC.
Ref. Number: S77513

We have received your document for TROPICAL TOP & AUTO/MARINE UPHOLSTERY, INC. and your check(s) totaling \$43.75. However, the enclosed document has not been filed and is being returned for the following correction(s):

The document you submitted has been prepared pursuant to nonprofit statutes (chapter 617, Florida Statutes). As the entity was originally filed as a corporation for profit, this document should be filed pursuant to chapter 607, Florida Statutes. Enclosed is the correct form.

Please specify which article number you are amending, adding, or deleting.

Please return your document, along with a copy of this letter, within 60 days or your filing will be considered abandoned.

If you have any questions concerning the filing of your document, please call (850) 487-6910.

Louise Flemming-Jackson
Corporate Specialist Supervisor

Letter Number: 701A00028308

see corrected Attachments

ARTICLES OF AMENDMENT
TO
ARTICLES OF INCORPORATION
OF

FILED
SECRETARY OF STATE
DIVISION OF CORPORATIONS
2001 JUL -9 PM 12:02

Tropical Top & Auto/Marine Upholstery, Inc

(present name)

Pursuant to the provisions of section 607.1006, Florida Statutes, this Florida profit corporation adopts the following articles of amendment to its articles of incorporation:

FIRST: Amendment(s) adopted: *(indicate article number(s) being amended, added or deleted)*

Addition

Article Ten

Attached Drug Policy

SECOND: If an amendment provides for an exchange, reclassification or cancellation of issued shares, provisions for implementing the amendment if not contained in the amendment itself, are as follows:

THIRD: The date of each amendment's adoption: 4/1/01

FOURTH: Adoption of Amendment(s) (CHECK ONE)

- ☒ The amendment(s) was/were approved by the shareholders. The number of votes cast for the amendment(s) 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 29TH day of JUNE 2001

Signature

Robert J. Higgins

SECRETARY

(By the Chairman or Vice Chairman of the Board of Directors, President or other officer if adopted by the shareholders)

OR

(By a director if adopted by the directors)

OR

(By an incorporator if adopted by the incorporators)

Robert J. Higgins

Typed or printed name

Secretary

Title

Tropical Top Auto Marine Upholstery Inc. is committed to providing a safe work environment and to fostering the well being and health of it's employees, officers of the corporation and members of the board of directors. That commitment is jeopardized when any Tropical Top Auto Marine Upholstery Inc. employee, officers of the corporation or members of the board of directors uses illegal drugs or alcohol on the job, comes to work with these substances present in his/her body, or possesses, distributes or sells drugs in the workplace.

Tropical Top Auto Marine Upholstery Inc. has established the following policy in regard to drugs and alcohol.

The goal of this policy is to balance our respect for individuals with the need to maintain a safe, productive and drug-free environment. The intent of this policy is to offer a helping hand to those who need it, while sending a clear message that illegal drug use and alcohol use are incompatible with those working at Tropical Top Auto Marine Upholstery Inc.

It is a violation of our policy for any employee, officers of the corporation or members of the board of directors to possess, sell, trade or offer for sale illegal drugs or otherwise engage in the illegal use of drugs or alcohol on the job

It is a violation of our policy for anyone to report to work under the influence of illegal drugs or alcohol, that is with drugs or alcohol in his/her body.

It is a violation of our policy for anyone to use prescription drugs illegally or legally prescribed drugs in such a manner as to alter mood or mind causing disruption or endangering the work environment.

Violations of this policy will result in immediate dismissal by a majority vote of the officers of the corporation.

This company has adopted testing procedures to identify employees, officers of the corporation or members of the board of directors who use illegal drugs either on or off the job. It shall be a condition of employment for all employees, officers of the corporation and members of the board of directors.

*When there is reasonable suspicion by the majority to believe that an employee, officers of the corporation and members of the board of directors is under the influence of alcohol, drugs or any mood altering substances

*When employees, officers of the corporation or members of the board of directors are involved in on the job accidents where injury or damage to company property occurs

*Any employee, officers of the corporation or members of the board of directors who refuses or fails a drug test is subject to immediate dismissal by a majority vote of the officers of the corporation

*Any employee, officers of the corporation or members of the board of directors who refuses or fails a drug test shall forfeit their shares and ownership of the Corporation. The shares will revert to the remaining shareholders to be split equally among the remaining shareholders.

* Any specimen that is found to be adulterated or diluted will be considered a failed drug test.