

749
ARTICLES OF INCORPORATION
OF
TELECOMMUNICATIONS PERSONNEL, INC.

The undersigned, acting as incorporator of a corporation under the Code of Alabama, adopts the following Articles of Incorporation for such corporation:

FIRST: The name of the corporation is TELECOMMUNICATIONS PERSONNEL, INC.

SECOND: The period of its duration is perpetual.

THIRD: The purpose or purposes for which the corporation is organized are: To provide a headhunting service and employment agency within and without the State of Alabama and all related activities as well as each and every other activity authorized a corporation by the Code of Alabama.

FOURTH: The aggregate number of shares which the corporation shall have authority to issue is one thousand (1,000), at no par value per share. There is only one class of stock.

FIFTH: The address of the initial registered office of the corporation is 808 Colonial Drive, Alabaster, Alabama 35007; the mailing address of the corporation is 808 Colonial Drive, Alabaster, Alabama 35007; the name of its initial registered agent at such address is Sherry Baber.

Sherry Baber
808 Colonial Dr.
Alabaster, AL 35007

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SIXTH: The number of directors constituting the initial Board of Directors of the Corporation is one (1), the name and address of the person who is to serve as director until the first annual meeting of shareholders or until their successors are elected and shall qualify is:


<u>NAME</u>	<u>ADDRESS</u>
Sherry Baber	808 Colonial Drive Alabaster, Alabama 35007

SEVENTH: The name and address of the incorporator is:

<u>NAME</u>	<u>ADDRESS</u>
Sherry Baber	808 Colonial Drive Alabaster, Alabama 35007

EIGHTH: The President, without the attestation of the Secretary, and/or the Secretary, without the signature of the President, shall have the authority to execute contracts, notes, mortgages, deeds, bills of sale and each and every other document in the ordinary course of business of the Corporation.

DATED: October 8, 1986.



Sherry Baber
Incorporator



STATE OF ALABAMA

I, Don Siegelman, Secretary of State, of the State of Alabama, having custody of the Great and Principal Seal of said State, do hereby certify

that pursuant to the provisions of Section 10-2A-26, Code of Alabama 1975, the corporate name _____

Telecommunications Personnel, Inc.

is reserved as available based only upon an examination of the corporation records on file in this office for the exclusive use of Telecommunications Personnel, Inc.

for a period of one hundred twenty days from this date. In the case of a domestic corporation, the name of the county in which the corporation was or is proposed to be incorporated is Shelby. I further certify that as set out in

the application for reservation of corporate name, the Secretary of State's office does not assume any responsibility for the availability of the corporate name requested nor for any duplication which might occur.

In Testimony Whereof, I have hereunto set my hand and affixed the Great Seal of the State, at the Capitol, in the City of Montgomery, on this day.

June 13, 1986 - expires 10-12-86

Date

Don Siegelman

Don Siegelman

Secretary of State

State of Alabama

SHELBY

County

CERTIFICATE OF INCORPORATION OF

TELECOMMUNICATIONS PERSONNEL, INC.

The undersigned, as Judge of Probate of SHELBY County, State of Alabama, hereby certifies that duplicate originals of Articles of Incorporation for the incorporation of TELECOMMUNICATIONS PERSONNEL, INC., duly signed pursuant to the provisions of the Alabama Business Corporation Act, have been received in this office and are found to conform to law.

ACCORDINGLY the undersigned, as such Judge of Probate, and by virtue of the authority vested in him by law, hereby issues this Certificate of Incorporation of TELECOMMUNICATIONS PERSONNEL, INC., and attaches hereto a duplicate original of the Articles of Incorporation.

GIVEN Under My Hand and Official Seal on this the 8th day of OCTOBER, 1986

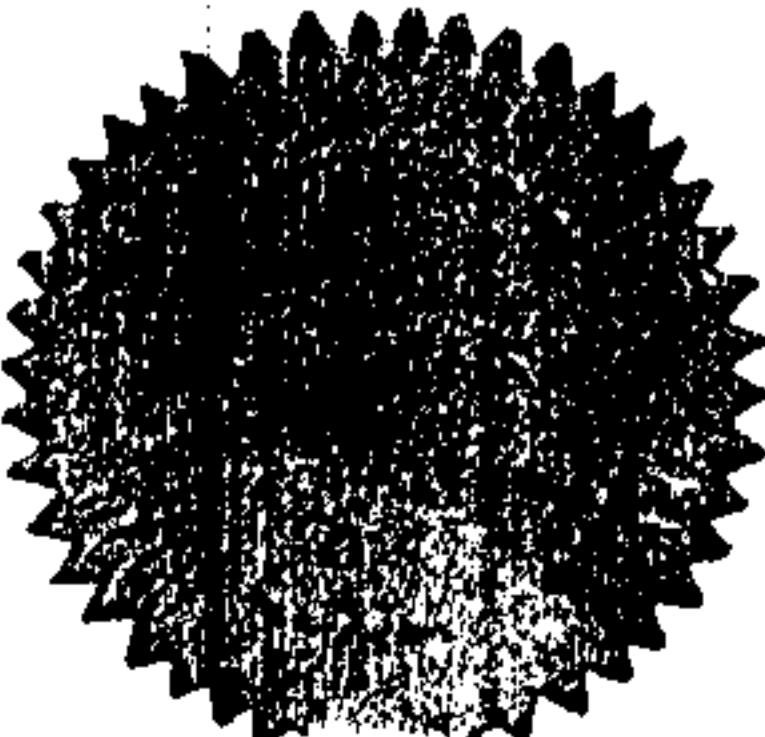
STATE OF ALA. SHELBY CO.
I CERTIFY THIS
INSTRUMENT WAS FILED

Thomas A. Snowden, Jr.
Judge of Probate

1986 OCT -8 PM 12: 30

Rec. 3500
Shel. 100
3600

Thomas A. Snowden, Jr.
JUDGE OF PROBATE



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