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ARTICLES OF INCORPORATION
OF
ADV MANAGEMENT CORPORATION

The undersigned, acting as incorporators of a Corporation under the Alabama Business Corporation act, adopt the following Articles of Incorporation for such Corporation:

FIRST: The name of the Corporation is ADV MANAGEMENT CORPORATION.

SECOND: The period of its duration is perpetual.

THIRD: The purpose or purposes for which such Corporation is organized are: for Financial and Payroll Management Services and to transact any lawful business for which Corporations may be incorporated under the laws of the State of Alabama.

FOURTH: The aggregate number of shares which the Corporation shall have authority to issue is 50,000 shares with a par value of \$1.00.

FIFTH: The address of the initial registered office of the Corporation is 700 Corporate Parkway, Birmingham, Alabama 35242, and the name of the initial registered agent at such address is Curtis M. Locklin.

SIXTH: The number of Directors constituting the initial Board of Directors is 2, and the names and addresses of the persons who are to serve as Directors until the first meeting of shareholders or until their successors are elected and qualify are:

NAME
Curtis M. Locklin,
President

Jeffery H. Wilson
Secretary/Treasurer

ADDRESS
700 Corporate Parkway
Birmingham, Alabama 35242

700 Corporate Parkway
Birmingham, Alabama 35242

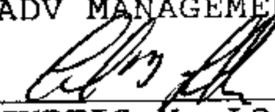
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SEVENTH: The name and address of each incorporator is:

<u>NAME</u>	<u>ADDRESS</u>
Curtis M. Locklin	700 Corporate Parkway Birmingham, Alabama 35242

Dated: 4/8/91

ADV MANAGEMENT CORPORATION



CURTIS M. LOCKLIN
Incorporator

This Instrument was prepared by:

John T. Campbell
Attorney At Law
1572 Montgomery Highway
Suite 101
Birmingham, Alabama 35216
(205) 979-0333

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STATE OF ALABAMA

I, Billy Joe Camp, 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, and upon an examination of the corporation records on file in this office, the following corporate name is reserved as available:

ADV Management Corporation

This domestic corporation name is proposed to be incorporated in Shelby County and is for the exclusive use of Curtis Locklin, 700 Corporate Parkway, Birmingham, AL 35242 for a period of one hundred twenty days beginning March 22, 1991 and expiring July 21, 1991.

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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.
March 22, 1991

Date

Handwritten signature of Billy Joe Camp in cursive script.

Billy Joe Camp

Secretary of State

State of Alabama

Shelby

County

CERTIFICATE OF INCORPORATION OF ADV Management Corporation

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 ADV Management Corporation, 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 ADV Management Corporation, and attaches hereto a duplicate original of the Articles of Incorporation.

GIVEN Under My Hand and Official Seal on this the 9th day of April, 19 91

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

91 APR -9 AM 11:26

JUDGE OF PROBATE

Thomas A. Snowden, Jr.

Judge of Probate

Rec 35.00
Fud 3.00
38.00

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