

TO SECRETARY OF STATE
PROCESSING STATEMENT
6/28/94

CHARTER NUMBER: 874689

04154-0622 FRAME: 4154-0622

CORPORATION:

TANDEM STAFFING SERVICES, INC.

DOCUMENT NUMBER

CODE

FEE

94060612001

ARF

85.00

106644

RETURN TO: COMPUSEARCH
36 E FOURTH ST STE 500
CINCINNATI OH 45202

0194

04154-0623



The State of Ohio

Bob Taft

Secretary of State

874689

Certificate

It is hereby certified that the Secretary of State of Ohio has custody of the Records of Incorporation and Miscellaneous Filings; that said records show the filing and recording of: ARF

of:

TANDEM STAFFING SERVICES, INC.

United States of America
State of Ohio
Office of the Secretary of State

Recorded on Roll 4154 at Frame 0624 of
the Records of Incorporation and Miscellaneous Filings.

Witness my hand and the seal of the Secretary of State at

Columbus, Ohio, this 16TH day of JUNE

A.D. 19 94 .



Bob Taft
Bob Taft
Secretary of State

ARTICLES OF INCORPORATION
OF
TANDEM STAFFING SERVICES, INC.

04154-0624

APPROVED

JMC

6-16-94

85 JV

94060612001

The undersigned, in conformity with the provisions of
the Ohio Revised Code, do hereby incorporate a profit
corporation to be known as Tandem Staffing Services, Inc.

FIRST: The name of said corporation shall be Tandem
Staffing Services, Inc.

SECOND: The place in Ohio where its principal office
is to be located is Cincinnati, Hamilton County, Ohio.

THIRD: The corporation is formed for the purpose of
engaging in any lawful act or activity for which
corporations may be formed under Sections 1701.01 to
1701.99, inclusive, of the Revised Code.

FOURTH: The number of shares of stock which the said
corporation is authorized to have outstanding is five
hundred (500), all of which shall be without par value.

FIFTH: The corporation, through its Board of
Directors, shall have the right and power to repurchase
any of its outstanding shares at such price and upon such
terms as may be agreed upon between the corporation and
the selling shareholder or shareholders.

SIXTH: The amount of stated capital with which the
corporation shall begin business is Five Hundred (\$500.00)
dollars.

04154-0625

ARTICLES OF INCORPORATION
OF
TANDEM STAFFING SERVICES, INC.

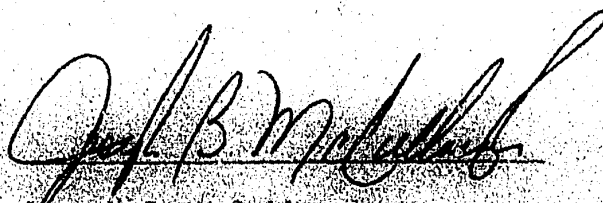
IN WITNESS WHEREOF, we have hereunto subscribed our

hands and seals, this 11th day of May, 1984

TANDEM STAFFING SERVICES, INC.



Anthony P. O'Eramor



Joseph B. McCullough

Prescribed by
BOB TAFT, Secretary of State
30 East Broad Street, 14th Floor
Columbus, Ohio 43266-0418

04154-0626

ORIGINAL APPOINTMENT OF STATUTORY AGENT

The undersigned, being at least a majority of the incorporators of Tandem Staffing Services, Inc.

_____, hereby appoint
(name of corporation)

Anthony P. D'Eramo

(name of agent)

to be statutory agent upon whom any

process, notice or demand required or permitted by statute to be served upon the corporation

may be served. The complete address of the agent is:

8600 Old Carriage Trail, Cincinnati,
(street address)

(city)

Ohio 45242

(zip code)

NOTE: P.O. Box addresses are not acceptable.

[Signature]
(Incorporator)

(Incorporator)

(Incorporator)

ACCEPTANCE OF APPOINTMENT

The undersigned, Anthony P. D'Eramo, named herein as the statutory agent for
Tandem Staffing Services, Inc., hereby acknowledges and accepts the
(name of corporation)

appointment of statutory agent for said corporation.

[Signature]
Statutory Agent

INSTRUCTIONS

- 1) Profit and non-profit articles of incorporation must be accompanied by an original appointment of agent R.C. 1701.07(B), 1702.06(B).
- 2) The statutory agent for a corporation may be (a) a natural person who is resident of Ohio, or (b) an Ohio corporation or a foreign profit corporation licensed in Ohio which has a business address in this state and is explicitly authorized by its articles of incorporation to act as a statutory agent. R.C. 1701.07(A), 1702.06(A).
- 3) An original appointment of agent form must be signed by at least a majority of the incorporators of the corporation. R.C. 1701.07(B), 1702.06(B). These signatures must be the same as the signatures on the articles of incorporation.



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A DIVISION OF MANAGEMENT RECRUITERS
OF CINCINNATI, INC.

36 East Fourth Street • Suite 820
Cincinnati, Ohio 45202

Secretary of State
30 East Broad Street
14th Floor
Columbus, OH 43266-0418

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