

ARTICLES OF INCORPORATION
OF
NATIONAL HOME EMPLOYMENT SERVICE, INC.

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

FIRST: The name of the corporation is National Home Employment Service, Inc.

SECOND: The period of its duration is perpetual.

THIRD: The purposes for which the corporation is organized are as follows:

(a) the compilation, analysis, marketing and sale of home employment information, data and services;

(b) To render to others, and to engage in the business of rendering to others, consulting, advisory, administrative, industrial engineering, accounting, bookkeeping and other services of every nature, kind and character, which a corporation may legally render;

(c) To engage in any industrial, manufacturing, mining, mercantile, trading, agricultural, service, or other lawful business of any kind or character whatsoever;

(d) To act as agent, representative, or receiver of any person, firm, corporation, or governmental entity or instrumentality in respect to any lawful undertaking or transaction;

(e) To purchase, take, receive, lease or otherwise acquire, own, hold, improve, use and otherwise deal in or with, real or personal property, or any interest therein, wherever situated, and to sell, convey, mortgage, pledge, lease, exchange, transfer and otherwise dispose of real or personal property, or any interest therein;

(f) To purchase, take, receive, subscribe for, or otherwise acquire, own, hold, vote, use, employ, sell, mortgage, lend, pledge, or otherwise dispose of, and otherwise use and deal in and with, shares or other interests in, or obligations of,

corporations, associations, partnerships, individuals, or direct or indirect obligations of governmental entities or of any instrumentality thereof;

(g) To lend money, invest and reinvest its funds and take and hold real and personal property as security for the payment of funds so loaned or invested; and

(h) To transact any or all lawful business for which corporations may be incorporated under the Alabama Business Corporation Act.

FOURTH: The aggregate number of shares which the corporation shall have authority to issue is One Thousand (1,000) shares of common stock of the par value of One Dollar (\$1.00) per share.

FIFTH: The address of the initial registered office of the corporation is 2820 Inverness Point Drive, Birmingham, Alabama 35242, and the name of its initial registered agent at such address is Greg Vedel.

SIXTH: The number of directors constituting the initial board of directors of the corporation is three (3) and the names and addresses of the persons who are to serve as directors until the first annual meeting of shareholders or until their successors are elected and shall qualify are:

| <u>Name</u> | <u>Address</u> |
|--------------|---|
| Mike Woodson | 134 Meadow View Circle Pelham, Alabama 35124 |
| Greg Vedel | 2820 Inverness Point Drive Birmingham, Alabama 35242 |
| Neal Scott | 721 Mill Springs Lane Birmingham, Alabama 35244 |

SEVENTH: The name and address of the incorporator is:

Name

Address

Brent D. Hitson

3100 SouthTrust Tower
420 North 20th Street
Birmingham, Alabama 35203

EIGHTH: No shareholder of the corporation shall be entitled as a matter of right to subscribe for, purchase, receive or acquire as a preemptive right any shares of stock, or other securities convertible into stock, of the corporation which it may issue, or sell, whether out of the number of shares thereof now or hereafter authorized or out of shares now or hereafter held in its treasury, but all such additional shares of stock or other securities may be issued or disposed of by the board of directors to such persons and upon such terms as in its absolute discretion it may deem advisable.

NINTH: A director of the corporation shall have no liability to the corporation or its shareholders for money damages for any action taken, or any failure to take any action, as a director except liability for (A) the amount of financial benefit received by the director to which he or she is not entitled; (B) an intentional infliction of harm on the corporation or shareholders; (C) a violation of Section 10-2B-8.33 of the Alabama Business Corporation Act; (D) an intentional violation of criminal law; or (E) a breach of the director's duty of loyalty to the corporation or its shareholders.

TENTH: The shareholders of the corporation reserve the right to adopt the initial By-laws of the corporation. The Board of Directors of the corporation is expressly authorized to alter, amend or repeal the By-laws; but the By-laws so altered, amended or repealed by the

Board of Directors may be altered, amended or repealed by the shareholders at any annual meeting or at any special meeting for which notice of such alteration, amendment or repeal by the shareholders is given.

DATED: January 12, 2001.

A handwritten signature in black ink, appearing to read "Brent D. Hitson", written over a horizontal line.

Brent D. Hitson
Incorporator

This document prepared by:

✓ Brent D. Hitson, Esquire
Burr & Forman LLP
420 20th Street N., Suite 3100
Birmingham, Alabama 35203

STATE OF ALABAMA

I, Jim Bennett, 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 10-2B-4.02, 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:

National Home Employment Service, Inc.

This domestic corporation name is proposed to be incorporated in Shelby County and is for the exclusive use of Brent Hitson, 420 20th St North Ste 3100, Birmingham, AL 35203 for a period of one hundred twenty days beginning January 3, 2001 and expiring May 4, 2001.

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.

January 3, 2001

Date



Jim Bennett

Secretary of State

Inst # 2001-01674

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03:54 PM CERTIFIED
SHELBY COUNTY JUDGE OF PROBATE
006 NMB 105.00