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STATE OF ALABAMA)
)
SHELBY COUNTY)

ARTICLES OF ORGANIZATION

OF

CHANGING YOUR LATITUDE, LLC

The undersigned, for the purpose of forming a limited liability company under Title 10, Chapter 12 of the Code of Alabama (1975), as amended (the "Alabama Limited Liability Company Act"), hereby files the following Articles of Organization with the probate judge of the County in which the initial registered office of the limited liability company will be located and attests that the facts stated in these Articles of Organization are true and correct:

ARTICLE I
NAME

The name of this limited liability company (the "Company") shall be: **CHANGING YOUR LATITUDE, LLC.**

ARTICLE II
DURATION

The period of duration is perpetual unless the Company shall be sooner dissolved and its affairs wound up in accordance with its Articles of Organization or Operating Agreement.

ARTICLE III

PURPOSES

The nature of the business of the Company and its objects, purposes and powers are as follows:

- (a) To provide moving and relocation related services;
- (b) To manage, purchase or acquire by assignment, transfer or otherwise, and hold, mortgage or otherwise pledge, and to sell, exchange, transfer, lease, deal in and in any manner dispose of, real or personal property of any kind, class, interest or type, wheresoever situated, and to exercise, carry out and enjoy any licenses, power, authority, concession, right or privilege which any limited liability company may make or grant in connection therewith; and
- (c) To acquire the goodwill, rights, assets and properties, and to undertake the whole or any part of the liabilities, of any person, firm, association or corporation; to pay for the same in cash, debt obligations of the Company or by the transfer of an interest or the granting of membership in the Company or otherwise; to hold, or in any manner dispose of, the whole or any part of the property so acquired; to conduct in any lawful manner the whole or any part of the business so acquired; and to exercise all the powers necessary or convenient in and about the conduct and management of such business; and
- (d) In general, to carry on any other lawful business whatsoever in connection with the foregoing or which is calculated, directly or indirectly, to promote the interest of the Company or to enhance the value of its properties.

The enumeration herein of the powers, objects and purposes of the Company shall not be deemed to exclude or in any way limit by inference any powers, objects or purposes which the Company is empowered to exercise, whether expressly by purpose or by any of the laws of the State of Alabama or any reasonable construction of such laws.

ARTICLE IV

REGISTERED AGENT/OFFICE

The location and mailing address of the initial registered office of the Company shall be 5660 Cahaba Valley Road, Birmingham, Alabama 35242. The name of the registered agent for service of process on the Company in the State of Alabama at such registered office shall be Bradley A. Stephens.

ARTICLE V
INITIAL MEMBERS

The name and address of the initial members (the "Members") of the Company are as follows:

<u>MEMBER</u>	<u>ADDRESS</u>
Bradley A. Stephens	2201 Shades Crest Road Birmingham, Alabama, 35216
Moving On, LLC	2067 Columbiana Road Suite A Birmingham, Alabama 35216

ARTICLE VI
ADDITIONAL MEMBERS

The Members reserve the right to admit additional Members upon the agreement by the Members as to the admission of, and the consideration to be paid by, such new Members, and subject to the terms and conditions of the Company's Operating Agreement.

ARTICLE VII
OPERATING AGREEMENT

The Operating Agreement of the Company shall be executed by the Members and shall set forth all provisions for the affairs of the Company and the conduct of its business to the extent that such provisions are not inconsistent with the laws of Alabama or these Articles of Organization.

ARTICLE VIII
CONTINUATION UPON CESSATION OF MEMBER

The Members shall have the right to continue the Company upon the cessation of a Member's interest in the Company as long as there is at least one remaining Member or (i) the holders of all of the financial rights in the Company agree in writing within ninety (90) days of the cessation of membership of the last Member to continue the legal existence and business of the Company and to appoint one or more Members or (ii) the legal existence and business of the Company is continued and one or more Members are appointed in the manner stated in the Operating Agreement or Articles of Organization.

ARTICLE IX
MANAGEMENT

The Company shall be managed by a Manager. The name and address of the initial Manager of the Company are as follows:


MANAGER

Stephens Holding Company, LLC

ADDRESS

2201 Shades Crest Road
Birmingham, Alabama, 35216

IN WITNESS WHEREOF, the undersigned has executed these Articles of Organization on this 1st day of December, 2004.



Bradley A. Stephens