

STATE OF ALABAMA

DOMESTIC LIMITED LIABILITY COMPANY ARTICLES OF ORGANIZATION GUIDELINES

INSTRUCTIONS:

STEP 1: THE NAME OF THE LIMITED LIABILITY COMPANY MUST CONTAIN THE WORDS LIMITED LIABILITY COMPANY, LLC OR L.L.C.

STEP 2: FILE THE ORIGINAL AND TWO COPIES OF THE ARTICLES OF ORGANIZATION IN THE COUNTY WHERE THE LLC'S REGISTERED OFFICE IS LOCATED. THE SECRETARY OF STATE'S FILING FEE IS \$40. PLEASE CONTACT THE JUDGE OF PROBATE TO VERIFY THE PROBATE FILING FEE.

PURSUANT TO THE ALABAMA LIMITED LIABILITY COMPANY ACT, THE UNDERSIGNED HEREBY ADOPTS THE FOLLOWING ARTICLES OF ORGANIZATION.

Article I The name of the Limited Liability Company:

Pay in Sync, LLC

(Your company title must end with the words Limited Liability Company, L.L.C. or LLC)

Article II The duration of the Limited Liability Company is Perpetual; provided, however, that the Company shall be dissolved and its affairs shall be wound up upon the occurrence of any event of dissolution specified in the Operating Agreement of the Company.

Article III The Limited Liability Company has been organized for the following purpose(s):

The Company has been organized for the purposes of providing payroll services.

The Company may also transact any other lawful business for which a limited liability company may be formed under the Act.

Article IV The **street address** (NO PO BOX) of the registered office: 4778 Highway 25

Montevallo, AL 35115

and the name of the

registered agent at that office: Rick D Norris

Article V The **names and addresses** of the initial member(s), and organizer (if any):

Rick D Norris

P O Box 383

Montevallo, AL 35115

(Attach additional sheets if necessary.)

Article VI If the Limited Liability Company is to be managed by one or more managers, list the names and addresses of the managers who are to serve until the first annual meeting of the members or until their successors are elected and qualified.

Rick D Norris

P O Box 383

Montevallo, AL 35115

Any provision that is not inconsistent with the law for the regulation of the internal affairs of the Limited Liability Company is permitted to be set forth in the operating agreement of the LLC.

IN WITNESS THEREOF, the undersigned members executed these Articles of Organization on this the 7th day of January, 2009.

THIS DOCUMENT PREPARED BY:

Rick D Norris

4778 Highway 25

Montevallo, AL 35115

DLL 1.1 Rev. 6/2001

Signature of Member/Organizer