

STATE OF ALABAMA

DOMESTIC LIMITED LIABILITY COMPANY
ARTICLES OF ORGANIZATION GUIDELINES

Barcode and filing information: 20101110000376420 1/1 \$81.00 Shelby Cnty Judge of Probate, AL 11/10/2010 10:43:06 AM FILED/CERT

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: Occupational Safety Solutions, 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.

Article III The Limited Liability Company has been organized for the following purpose(s): Safety, health and ergonomics consulting services and any or all lawful conduct for which a limited liability company may be organized.

Article IV The street address (NO PO BOX) of the registered office: 6163 Rushing Parc Ln, Hoover, AL 35244 and the name of the registered agent at that office: Villeta Linton

Article V The names and addresses of the initial member(s), and organizer (if any): Villeta Linton, 6163 Rushing Parc Ln, Hoover, AL 35244 Eugene E Linton Jr., 6163 Rushing Parc Ln, Hoover, AL 35244 (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. Villeta Linton, 6163 Rushing Parc Ln, Hoover, AL 35244

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 9th day of November, 2010.

THIS DOCUMENT PREPARED BY:

Handwritten signatures of Villeta Linton and Eugene S. S. Linton Jr. with the printed text 'Signature of Member/Organizer'.