

2663
ARTICLES OF INCORPORATION
OF
RIVERCHASE PERSONNEL, INC.

THE UNDERSIGNED, acting as incorporator, desiring to form a corporation pursuant to the Alabama Business Corporation Act and the general corporation laws of the State of Alabama, hereby adopts the following Articles of Incorporation for such corporation.

ARTICLE I

The name of the corporation shall be Riverchase Personnel, Inc.

ARTICLE II

The number of directors of the initial Board of Directors shall be three (3), and the names and addresses of the directors chosen for the first year, and until their successors are duly elected and qualified, are as follows:

<u>Name</u>	<u>Address</u>
Karen D. Fisher	Two Riverchase Office Plaza Suite 108 Birmingham, Alabama 35244
Andy M. Dvorine	Two Riverchase Office Plaza Suite 108 Birmingham, Alabama 35244
Lisa L. Harper	Two Riverchase Office Plaza Suite 108 Birmingham, Alabama 35244

ARTICLE III

The objects and purposes for which the said corporation is formed and the objects to be carried on and promoted by it are as follows:

(a) To engage in the business of interviewing, training, and placing job applicants, for a fee or commission, in jobs or places of employment.

(b) To enter into, make and perform contracts of every kind for any lawful purpose, with any person, firm, association or corporation, town, city, county, body politic, state, territory, government or dependence thereof.

(c) To acquire, own, purchase, sell, exchange, lease, pledge, and mortgage real and personal property of every kind, including the corporation's own capital stock and any securities created or issued by any persons, firms, associations, corporations, or governments or subdivisions thereof.

(d) To exercise every power and engage in every activity that may be necessary, appropriate, convenient and incidental to the foregoing enumerated purposes.

ARTICLE IV

The corporation shall have and be invested with all rights and powers authorized by the laws and constitution of the State of Alabama, and shall have the right and power to do all things authorized by the laws of the State of Alabama as fully and to the extent as natural persons might or could do, subject only to such limitations and restrictions as are placed on corporations under and by virtue of the laws of the State of Alabama.

ARTICLE V

The address of the initial registered office of the Corporation shall be Two Riverchase Office Plaza, Suite 108, Birmingham, Alabama 35244, and the name of the initial registered agent at such address will be Karen D. Fisher.

ARTICLE VI

(a) The corporation shall have authority to issue Ten Thousand Dollars (\$10,000.00) of capital stock, which shall be divided into ten thousand (10,000) shares of a par value of One and No/100 Dollars (\$1.00) per share. All such shares are of one class and are designated as common stock. Any and all such shares issued, and for which the full consideration has been paid or delivered, shall be deemed fully paid stock, and the holder of such shares shall not be liable for any further call or assessment of any other payment thereon.

(b) Every holder of the common stock of the corporation shall have the preemptive right to purchase his proportion of the issuance of any class of stock, including treasury shares, according to the proportion of his holding of common stock, at such price, which may be in excess of par value, within such time and on such terms as shall be fixed and determined by the Board of Directors.

ARTICLE VII

The name and address of its sole incorporator is as follows:

<u>Name</u>	<u>Address</u>
Karen D. Fisher	Two Riverchase Office Plaza Suite 108 Birmingham, Alabama 35244

ARTICLE VIII

The corporation shall have perpetual existence.

ARTICLE IX

(a) The business and affairs of the corporation shall be managed by a Board of Directors which shall be invested with all the powers and privileges provided by the laws and constitution of the State of Alabama. In furtherance, and not in limitation of said powers, the Board of Directors is expressly authorized and empowered to establish bonus, profit sharing or other type of incentive or compensation plans for the employees (including officers and directors) of the corporation, and to fix the amounts of profits to be distributed or shared, and to determine the persons to participate in any such plans and the amounts of their respective participation.

(b) Any director or any officer may be removed at any time in such manner as shall be provided in the By-Laws of the corporation.

(c) No contract or other transaction between the corporation and one or more of its directors or any other corporation, firm, association or entity in which one or more of its directors are directors or officers or are financially interested, shall be either void or voidable because of such relationship or interest or because such director or directors

are present at the meeting of the Board of Directors or a committee thereof which authorizes, approves or ratifies such contract or transaction, if the contract or transaction is fair and reasonable to the corporation and if either:

(1) the fact of such relationship or interest is disclosed to the Board of Directors or committee which authorizes, approves or ratifies the contract or transaction by a vote or consent sufficient for the purpose without counting the votes or consents of such interested directors; or

(2) the fact of such relationship or interest is disclosed to the stockholders entitled to vote and they authorize, approve, or ratify such contract or transaction by vote or written consent.

Common or interested directors may not be counted in determining the presence of a quorum at a meeting of the board of directors or a committee thereof which authorizes, approves, or ratifies such contract or transaction.

(d) Subject to any limitation in the By-Laws, the members of the Board of Directors shall be entitled to reasonable fees, salaries, or other compensation for their services as such directors and to reimbursement for expenses incurred by them as such members. Nothing contained herein shall preclude any director from serving the corporation, or any subsidiary or affiliated corporation, in any other capacity and receiving reasonable compensation therefor.

(e) The stockholders and Board of Directors of the corporation shall have the power to hold their meetings, to have an office or offices, and to keep the books of the corporation, subject to the provisions of the laws of Alabama, outside of said

state and at such place or places as may from time to time be designated by them.

(f) The Board of Directors may authorize the sale and issuance of any authorized, but unissued, capital or treasury stock to such persons, on such terms and for such consideration as the Board of Directors in its discretion deems proper, provided however, existing stockholders shall have preemptive rights to the purchase of said stock.

ARTICLE X

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The corporation and its stockholders are hereby authorized to enter into agreements restricting the sale, transfer, or encumbrance of the capital stock of the corporation, or the voting rights relative thereto. Such agreement may be entered into by any of the stockholders or between themselves and may include the corporation as a party thereto. A copy of any such agreement shall be retained in the principal office of the corporation in the State of Alabama and shall be available for inspection by any stockholder or his duly authorized agent or representative.

IN WITNESS WHEREOF, I, THE UNDERSIGNED, for the purpose of forming a corporation under the laws of the State of Alabama, do make, file and record these Articles of Incorporation, and do certify that the facts herein stated are true, and I have accordingly set my hand and seal on this the 7 day of October, 1985.

Karen D. Fisher

Karen D. Fisher

STATE OF ALABAMA:

JEFFERSON COUNTY

BE IT REMEMBERED that on the 27th day of October, 1985, personally appeared before me, a Notary Public in and for said county, in said state, Karen D. Fisher, who is known to me personally, and I, having first made known to her the contents of these Articles of Incorporation, she did acknowledge that she signed, sealed, and delivered the same as her voluntary act and deed and deposed that the facts therein stated were truly set forth.

GIVEN UNDER MY HAND AND SEAL of office this the 27th day of October, 1985.


Notary Public

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STATE OF ALABAMA

I, Don Siegelman, 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 10-2A-26, Code of Alabama 1975, the corporate name _____

Riverchase Personnel, Inc.

is reserved as available based only upon an examination of the corporation records on file in this office for the exclusive use of Riverchase Personnel, Inc.

for a period of one hundred twenty days from this date. In the case of a domestic corporation, the name of the county in which the corporation was or is proposed to be incorporated is Shelby.

I further certify that as set out in the application for reservation of corporate name, the Secretary of State's office does not assume any responsibility for the availability of the corporate name requested nor for any duplication which might occur.

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.

October 1, 1985- expires 1-30-86

Date

Don Siegelman

Don Siegelman

Secretary of State

State of Alabama

SHELBY County

CERTIFICATE OF INCORPORATION OF RIVERCHASE PERSONNEL, INC.

The undersigned, as Judge of Probate of SHELBY County, State of Alabama, hereby certifies that duplicate originals of Articles of Incorporation for the incorporation of RIVERCHASE PERSONNEL, INC., duly signed pursuant to the provisions of Section 64 of the Alabama Business Corporation Act, have been received in this office and are found to conform to law.

ACCORDINGLY the undersigned, as such Judge of Probate, and by virtue of the authority vested in him by law, hereby issues this Certificate of Incorporation of RIVERCHASE PERSONNEL, INC., and attaches hereto a duplicate original of the Articles of Incorporation.

GIVEN Under My Hand and Official Seal on this the 16th day of OCTOBER, 19 85.



STATE OF ALA. SHELBY CO.
I CERTIFY THIS
INSTRUMENT WAS FILED

1985 OCT 16 PM 3:25

Thomas A. Henderson, Jr.
JUDGE OF PROBATE

Thomas A. Henderson, Jr.
Judge of Probate

Dec 35.00
Jud 1.00
36.00