

ARTICLES OF INCORPORATION

Pursuant to Alabama State Law, the undersigned individual submits these Articles of Incorporation for the purpose of forming a corporation.

1. The name of the Corporation is: Estes Safety Consultants, Incorporated
2. The complete street address and county of th corporation's initial registered office, AND the complete street address and county of the Corporation's office AND the complete street address and county of the corporation is 4916 Cahaba Valley Trace Birmingham, Alabama 35242
County of Shelby
3. The person named in this article (3) is at least 18/21 years if age, a director of the corporation and is located at the address found in number 2, above. This person is the initial registered agent, AND the incorporator of the corporation, his/her name being: Charles Vernon Estes
4. The corporation is authorized to issue one thousand (1000) shares of no par value, common stock, with identical rights and privileges, the transfer of which is restricted according to the Bylaws. Preemptive rights to acquire additional shares are neither limited or denied. No shares have been issued. The total number of shares proposed to be initially issued is 1000, and the total consideration to be received for those shares is \$1.00
5. The Corporation is organized for profit, with perpetual duration, beginning when these articles are filed. The corporation may engage in the transportation of any lawfully business permitted by State Law with the primary purpose of the corporation being: To provided safety and health service to clients.
6. No Director shall be held liable to the corporation or its shareholders for monetary damages due to a breach of fiduciary duty, unless the breach is a result of self-dealing, intentional misconduct, or illegal actions.
7. The name(s) and address(es) of the Board of Directors, consisting of two individuals is/are:
☒ Charles V. Estes 4916 Cahaba Valley Trace, Birmingham, AL 35242
Nellie A. Estes 4916 Cahaba Valley Trace, Birmingham, Al 35242

In witness where, the undersigned incorporator has executed these articles of Incorporation on the date below. The undersigned incorporator hereby declares, under penalty of perjury, the statement made in the forgoing Articles of Incorporation are true.

November 4, 1992

Date

Charles V. Estes

Signature of Incorporator

Charles V. Estes

Name of Incorporator

Inst # 1992-26238

11/09/1992-26238
01:32 PM CERTIFIED

SHELBY COUNTY JUDGE OF PROBATE
003 NCB 88.00

STATE OF ALABAMA

I, Billy Joe Camp, 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, and upon an examination of the corporation records on file in this office, the following corporate name is reserved as available:

Estes Safety Consultants, Inc.

This domestic corporation name is proposed to be incorporated in Shelby County and is for the exclusive use of Charles V Estes, 4916 Cahaba Valley Trace, Birmingham, AL 35242 for a period of one hundred twenty days beginning November 4, 1992 and expiring March 5, 1993.



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.

November 4, 1992

Date

A handwritten signature in dark ink, appearing to read "Billy Joe Camp", written over a horizontal line.

Billy Joe Camp

Secretary of State

State of Alabama

SHELBY

County

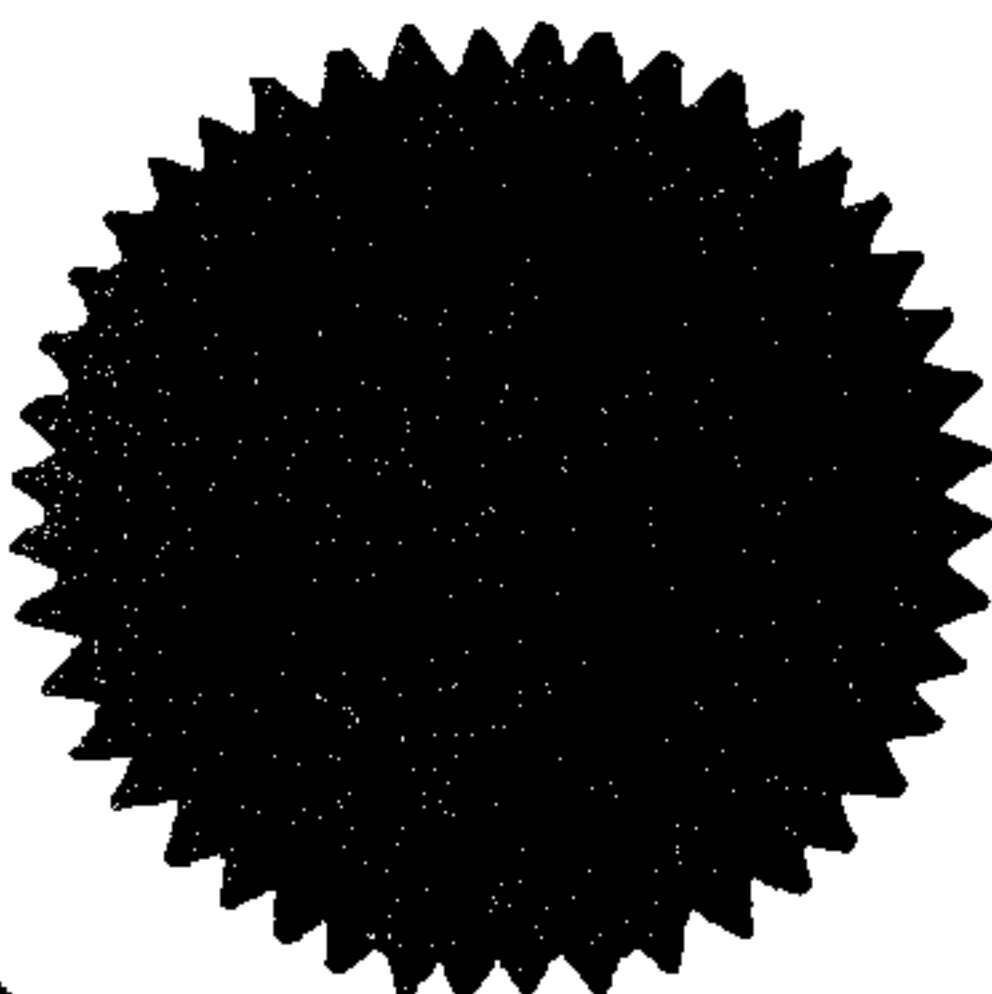
CERTIFICATE OF INCORPORATION
OF

ESTES SAFETY CONSULTANTS, 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 ESTES SAFETY CONSULTANTS, INC., duly signed pursuant to the provisions 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 ESTES SAFETY CONSULTANT, INC., and attaches hereto a duplicate original of the Articles of Incorporation.

GIVEN Under My Hand and Official Seal on this the 9th day of NOVEMBER, 19 92.



Thomas A. Snowden Jr.

Judge of Probate

Inst. # 1992-26238

11/09/1992-26238
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SHELBY COUNTY JUDGE OF PROBATE
003 KCD 88.00