

ARTICLES OF INCORPORATION
OF
CJE, INC.,

An Alabama Close Corporation

I, the undersigned, in order to form a corporation under and pursuant to the laws of the State of Alabama, hereby adopt the following Articles of Incorporation.

SECTION ONE
Name

The name of the corporation is CJE, INC.

SECTION TWO
Close Corporation

This corporation shall be a close corporation as authorized by the Alabama Business Corporation Act (Alabama Code (1975) S10-28-161 et seq.) and shall be governed by all laws governing or applicable to such close corporation.

SECTION THREE
Duration

The period of duration of the corporation shall be perpetual.

SECTION FOUR
Purposes

- (a) The purpose for which the corporation is organized is to engage in the construction, remodeling, acquisition and sale of all types of buildings be they commercial or residential and to manufacture, produce, purchase or otherwise acquire, sell, import, export, distribute and deal in goods, wares, merchandise and materials of any kind and description.
- (b) In furtherance, but not in limitation of the aforesaid purposes of this corporation and without limitation of the powers conferred by statute or general rules of law, this corporation shall have the following powers in addition to others now or hereafter conferred by law:
 - (i) To purchase, acquire, take, receive, own, hold, improve, use, sell, convey, assign, exchange, trade, transfer, release, mortgage, encumber, pledge, lease, hire, and deal in real and personal property or any interest therein of any kind or character wherever situated.
 - (ii) To manufacture, purchase or otherwise acquire, own, mortgage, pledge, sell, assign, and transfer, exchange or otherwise dispose of, and invest, trade and deal in and with goods, ware and merchandise and personal property of every class and description, whether or not the same specifically pertain to any class of business specifically enumerated among the purposes of this corporation; and to own and operate mines, plants, factories, mills, warehouses, yards, merchandise stores,

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commissaries and all other installations or establishments of whatever character or description, together with the equipment, rolling stock and other facilities used or useful in connection therewith or incidental thereto.

- (iii) To apply for, purchase, or acquire by assignment, transfer or otherwise, and hold, mortgage or otherwise pledge, and to sell, exchange, transfer, deal in and in any manner dispose of, and to exercise, carry out and put to use any license, power, authority, concession, franchise, letters patent of the United States or any foreign country, patent rights, processes, formulate, know-how, methods, copyrights, trademarks, trade names, or any other right or privilege, and to grant licenses or rights in any of the foregoing and to make or grant any of the foregoing which any corporation can make or grant.
- (iv) To acquire and pay for in cash, bonds or stock of this corporation or otherwise the goodwill, rights, assets, properties of any person, firm, partnership, association, trust, estate or corporation and to undertake, assume, or enter into contracts of guaranty or indemnity with respect to the whole or any part of the obligations or liabilities of any such person, firm, association, trust, estate or corporation; or in any manner dispose of the whole or any part of the properties 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 any such business, whether or not such business is directly or indirectly related to any class of business specifically enumerated among the purposes of this corporation.
- (v) To acquire by purchase, subscription or otherwise, and to own, hold, sell, trade, exchange, lend, hypothecate, assign, deposit in escrow, pledge, mortgage, encumber, transfer or otherwise dispose of, invest in, deal in and deal with stocks, bonds, debentures, obligations, evidences of indebtedness, promissory notes, investment contracts, puts, calls, stock rights, participation, partnership interests (whether general or limited), mortgages or securities executed or issued by the government of the United States or by any other government, state, territory, governmental district, municipality, county, political entity or any subdivision or instrumentality of any foregoing, or by any person or individual, partnership, firm, association, trust, investment company, corporation, or otherwise, whether public or private and whether organized and existing under the laws of the State of Alabama or any other state or foreign country, and to issue and exchange for any or all such stocks, bonds, debentures, obligations, evidences of indebtedness, promissory notes, investment contracts, puts, calls, stock rights, participation, partnership interests, mortgages or other securities of stocks, stock rights, bonds, debentures, evidences of indebtedness or other securities of this corporation, and this corporation shall have the express power to hold, sell, assign, transfer, mortgage, pledge, encumber, deposit in escrow, lend, hypothecate, trade or otherwise dispose of all or any part of its interest in any such stocks, bonds, debentures, obligations, evidences of indebtedness, promissory notes, investment contracts, puts, calls, stock rights, participation, partnership interests, mortgages or securities so acquired by it, and while the owner thereof, to exercise all the rights, privileges and powers of ownership, including the right to vote thereon, to the same extent as a natural person may do, subject to the limitations, if any, on such rights now or hereafter provided by the laws of the State of Alabama, or of such other jurisdiction as are applicable in the premises, whether or not the exercise of such rights of ownership involves the conduct, management, participation or ownership of any business related to any

class of business specifically enumerated among the purposes of this corporation and whether or not the exercise of such rights of ownership and the retention of control over business or property of this corporation with or to persons other than the board of directors of the corporation.

- (vi) To borrow and lend money, without security, or upon the giving or receipt of such security as the board of directors of the corporation may deem advisable by way of mortgage, pledge, transfer, assignment, creation of security interests in or otherwise of income, or real and personal property of every nature and description, or by way of guaranty or otherwise.
- (vii) To draw, make, accept, endorse, discount, execute and issue promissory notes, drafts, bills of exchange, warrants, debentures and other negotiable or transferrable instruments.
- (viii) To issue bonds, debentures or other securities or obligations and to secure the same by mortgage, pledge, deed or trust, or otherwise.
- (ix) To purchase, take, receive, redeem or otherwise, acquire, hold, own, pledge, transfer or otherwise dispose of its own shares of stock, and its bonds, debentures, notes, scrip or other securities or evidences of indebtedness, and to hold, sell, transfer, reissue or cancel the same.
- (x) to endorse or otherwise guarantee, or obligate itself for, or enter into any indemnity agreement with respect to, or pledge or mortgage all or any part of its properties for the payment of the principal or interest, or either, on any bonds, debentures, notes, scrip, coupons or other obligations or evidences of indebtedness, or the performance of any contract, mortgage or obligation, or the payment of dividends or the redemption or purchase price or liquidation rights of any stock, of any other corporation or association, domestic or foreign, or of any person, firm, partnership or joint venture.
- (xi) To lend money and use its credit to assist its employees, officers, directors, suppliers, customers, subsidiaries or shareholders.
- (xii) To enter into, make and perform contracts of every kind for any lawful purpose without limit as to amount or duration, with any person, firm, partnership, trust, estate, association, corporation, state, territory, municipality, county, government, governmental district, body politic, or any subdivision or instrumentality thereof.
- (xiii) To act as agent, jobber, broker, or attorney-in-fact, selling and dealing in real and personal property of every nature and description and leases respecting the same and estates and interests therein and mortgages and securities thereon, in making and obtaining loans, whether secured by such property or not and in supervision, managing and protecting such property and loans and all interests in and claims affecting the same.
- (xiv) To participate with any person, partnership, trust, estate, firm, association, or corporation in any general partnership, limited partnership (whether as a general partner or as a limited partner, or both), joint venture, syndicate, pool or other association of any kind and to enter into any lawful arrangements for sharing of profits, union of interest, syndication, pooling of interests, reciprocal concession, joint

ownership, or cooperation, as partner (general or limited), joint venturer, or otherwise, with any person, partnership, trust, estate, firm association, or corporation for the purpose of any transaction, undertaking, or arrangement, or the carrying on of any business within power of a corporation organized under the laws of Alabama, whether or not such a participation or arrangement involves sharing or delegation of control over the business or properties of this corporation with or to persons other than this corporation's board of directors and whether or not such participation or arrangements involve the conduct, management, participation or ownership of any business not related to any class of business specifically enumerated among the purposes of this corporation.

- (xv) To be a promoter, incorporator, partner member, trustee, associate or manager of any domestic or foreign corporation, partnership, joint venture, trust or other enterprise.
- (xvi) To enter into any plan or project for the assistance and welfare of its directors, officers or employees, to pay pensions and establish pension plans, pension trusts, profit sharing plans, stock bonus plans, stock option plans, medical reimbursement plans, and other incentive plans for any or all of its directors, officers and employees.
- (xvii) Subject to the limitations and restrictions imposed by Alabama law or by the law of any other jurisdiction whose law is applicable in the premises, to indemnify any person who was or is threatened to be made a party to any threatened, pending or completed claim, action, suit, or proceeding, whether civil, criminal, administrative, or investigative, including appeals and including actions by or in the right of the corporation by reason of the fact that he or she is or was a director, employee or agent of this corporation, or is or was serving at the request of this corporation as a director, officer, partner, employee or agent of another corporation, partnership, joint venture, trust or other enterprise, against expenses (including attorney's fees) and (if such action is not by or in the right of the corporation) judgments, fines, and amounts paid in settlement actually and reasonably incurred by him or her in connection with the defense or settlement of such claim action, suit, or proceeding if he or she acted in good faith and in a manner he or she reasonably believed to be in or not opposed to the best interests of the corporation; and to purchase and maintain insurance on behalf of any such person who is or was a director, officer, employee or agent of this corporation or is or was serving at the request of the corporation as a director, officer, partner, employee or agent of another corporation, partnership, joint venture, trust or other enterprise against any liability asserted against him or her and incurred by him or her in any such capacity or arising out of his or her status as such, whether or not this corporation would have the power to indemnify him or her against such liability.
- (xviii) To make donations for the public welfare or for charitable, scientific, or educational purposes.
- (xix) To transact any lawful business which the board of directors find to be in aid of governmental policy.
- (xx) To have and exercise all powers necessary or convenient to effect its purposes, including its purpose to carry on any or all lawful business for which corporations may be organized under the Alabama Business Corporation Act.

SECTION FIVE
Authorized Shares

The aggregate number of shares of stock which the corporation shall have the authority to issue is 1000 shares of common stock with par value of One Dollar (\$1.00) per share.

SECTION SIX
Restrictions on Transfer of Stock

All issued shares of stock of this corporation of all classes shall be subject to the following restrictions on transfer.

- (a) For the purposes of this section:
 - (i) A shareholder desiring to sell or otherwise transfer, give or assign his or her stock in this corporation, in whole or in part, shall be referred to as the "offeror";
 - (ii) A non-shareholder to whom such sale or other transfer is proposed shall be referred to as the "offeree"; and
 - (iii) The shareholders, individually and collectively, of this corporation, other than the shareholder-offeror, shall be referred to as the "optionee".
- (b) Any shareholder of this corporation may, without restriction or limitation, sell or otherwise transfer, his or her stock herein, in whole or in part, to any other shareholder of this corporation.
- (c) In the event any shareholder desires to sell or otherwise transfer his or her stock herein, in whole or in part, to a bona fide offeree other than a then existing shareholder, the following procedures shall be followed:
 - (i) The offeror shall furnish and deliver to the corporation and to the optionee, at each of their last known business addresses, a letter of intent, containing the name and address of the offeree, and complete details as to the terms and conditions of the offer under which the said sale or other transfer is to be effectuated.
 - (ii) The offeror shall grant to the corporation the first option and shall grant to the other shareholders of the corporation the second option to purchase said stock or effectuate such transfer of said stock to it or themselves, under the same terms and conditions as set forth in the letter of intent described in subsection (i) herein above.
 - (iii) The corporation shall be considered as the primary optionee and shall have thirty (30) days from the date of receipt of the letter of intent within which to exercise such option, by letter in writing, addressed to the offeror, and copies thereof to each of the other optionees, at each of their last known business addresses. Upon the failure of the corporation to exercise its option, each of the other optionees shall have thirty (30) days from the date of the expiration of the first option period within which to exercise their said option. In the absence of any other agreement between or among the optionees, if all the optionees elect to purchase said stock, said stock of the offeror shall be purchased by the optionees in the same proportion as their respective stock ownership in the corporation. If all optionees do not elect to purchase their proportionate share of the offeror's stock, such optionees who desire

to purchase such stock shall be entitled to purchase such proportionate share of the offeror's stock as the percentage of his or her respective stock interest in the corporation bears to the total percentage of all stock interests in the corporation held by all of the optionees to purchase proportionate shares of the offeror's stock not aggregating the offeror's entire stock shall be of no effect.

- (iv) If the corporation and the optionees fail to elect to purchase said stock within said option period, then the offeror shall be free to sell all of his or her stock to the original offeree at the price and upon the terms and conditions set forth in said offer provided, however, that such sale must be consummated within two (2) months following the expiration of the optionee's second option.
- (v) Upon a sale or other transfer to the offeree the offeree will then hold said stock as a shareholder, subject to all of the terms and conditions of these Articles of Incorporation in the place and stead of the selling shareholder, including the provisions contained in this section.
- (vi) If said sale is not made between selling shareholder and such other purchaser within said two (2) month period after the expiration of said second option, all of the terms, conditions, and restrictions of this section of these Articles of Incorporation shall be reinstated and the right of the selling shareholder to sell his stock to such purchaser pursuant to said original offer shall terminate.

SECTION SEVEN

Registered Office and Initial Registered Agent

The location and mailing address of the corporation's registered agent, and the name of its initial registered agent at such address is:

Name of Initial Registered Agent:
Michael L. Gravois

Location and Mailing Address of Registered Office:
3512 Meadow Brook Circle
Birmingham, AL 35242-3009

SECTION EIGHT

Initial Board of Directors

The initial board of directors shall consist of one (1) person. The name and address of the person who shall serve as director until the first annual meeting of shareholders of the corporation or until the successors to such directors be elected and qualified is:

Name
Michael L. Gravois

Address
3512 Meadow Brook Circle
Birmingham, AL 35242-3009

SECTION NINE

Incorporator

The name and address of the incorporator is:

Name	Address
Michael L. Gravois	3512 Meadow Brook Circle Birmingham, AL 35242-3009

SECTION TEN Limitation on Number of Shareholders

All of the corporation's shares of all classes, exclusive of treasury shares, shall be held of record by not more than ten (10) persons. For purposes of determining the number of holders of record of the stock of this corporation, stock which is held in joint tenancy or tenancy in common, or in any similar tenancy, shall be treated as held by one shareholder.

SECTION ELEVEN Cumulative Voting Rights

Each outstanding share of stock shall be entitled to one vote on each matter submitted to a vote at a meeting of the shareholders, provided, however, that at each election for directors, every shareholder shall be entitled to cumulate his votes by giving one candidate as many votes as the number of directors to be elected multiplied by the number of his shares shall equal, or by distributing such votes on the same principle among any number of such candidates.

SECTION TWELVE Reservation of Power to Amend By-Laws

The power to alter, amend, or repeal any by-law of the corporation, or to adopt new by-laws, shall be vested in the board of directors except that the board of directors shall not have the power to alter, amend or repeal any by-law fixing the number of directors or reserving to the shareholders the power to fill vacancies on the board of directors, or fixing the time and place of shareholder's meetings.

SECTION THIRTEEN Qualifications of Directors

No person elected as a director of the corporation at the first annual meeting of the shareholders or thereafter elected to the board of directors by the shareholders or by the board of directors shall be qualified to serve as a director of the corporation unless such person is a shareholder of the corporation and a resident of Alabama.

IN WITNESS WHEREOF, I have hereunto set my hand and seal this the 8th day of September, 1994.


Michael L. Gravois

STATE OF ALABAMA

I, Jim Bennett, 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:

CJE, Inc.

This domestic corporation name is proposed to be incorporated in Shelby County and is for the exclusive use of Micheal Gravois, 3512 Meadow Brook Circle, Birmingham, AL 35242-3009 for a period of one hundred twenty days beginning September 2, 1994 and expiring January 1, 1995.



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.

September 2, 1994

Date

A handwritten signature in dark ink, appearing to read 'Jim Bennett', is written over a horizontal line.

Jim Bennett

Secretary of State

State of Alabama

SHELBY

County

CERTIFICATE OF INCORPORATION OF

CJE, 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 CJE, 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 CJE, INC., and attaches hereto a duplicate original of the Articles of Incorporation.

GIVEN Under My Hand and Official Seal on this the 12 day of SEPTEMBER, 19 94

Thomas A. Snowden Jr.

Judge of Probate

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