

STATE OF ALABAMA
FOR-PROFIT CORPORATION
ARTICLES OF INCORPORATION

INSTRUCTIONS:

STEP 1: CONTACT THE OFFICE OF THE SECRETARY OF STATE AT (334)242-5324 TO RESERVE A CORPORATE NAME.

STEP 2: TO INCORPORATE, FILE THE ORIGINAL, TWO COPIES OF THE ARTICLES OF INCORPORATION AND THE CERTIFICATE OF NAME RESERVATION IN THE COUNTY WHERE THE CORPORATION'S REGISTERED OFFICE IS LOCATED. THE JUDGE OF PROBATE'S FILING FEE IS \$35 AND THE SECRETARY OF STATE'S FILING FEE IS \$50.

PURSUANT TO THE PROVISIONS OF THE ALABAMA BUSINESS CORPORATION ACT, THE UNDERSIGNED HEREBY ADOPTS THE FOLLOWING ARTICLES OF INCORPORATION.

- Article I The name of the corporation.
KeySearch, Inc
- Article II The duration of the corporation is perpetual, unless otherwise stated.
- Article III The corporation has been organized for the following purpose(s):
Background Investigations / Employment Screening
- Article IV The number of shares which the corporation shall have the authority to issue is 2,000.
- Article V The street address (NO PO BOX) of registered office 1197 Berwick Road,
Birmingham, AL 35242 and the name of
registered agent at that office Carol Key
- Article VI The name(s) and address(es) of the Director(s).
Carol Key, President
Vicki Battan, Vice President, Secretary
- Article VII The name(s) and address(es) of the Incorporator(s).
Carol Key, 1197 Berwick Rd, B'ham, AL 35242
Vicki Battan, 2477 Chestnut Ridge, B'ham, AL 35216

Any provision, not inconsistent with the law, for the regulation of the internal affairs of the corporation or for the restriction of the transfer of shares may be added.

IN WITNESS THEREOF, the undersigned incorporator executed these Articles of Incorporation

Inert this, ~~the~~ 1997-00078 2nd day of January, 1997.

THIS DOCUMENT PREPARED BY:

01/02/1997-00078
11:36 AM CERTIFIED
SHELBY COUNTY JUDGE OF PROBATE
003 MCD 90.00

CAROL KEY
Type or Print Name of Incorporator
Carol Key
Signature of Incorporator

Inst # 1997-00078

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 10-2B-4.02, 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:

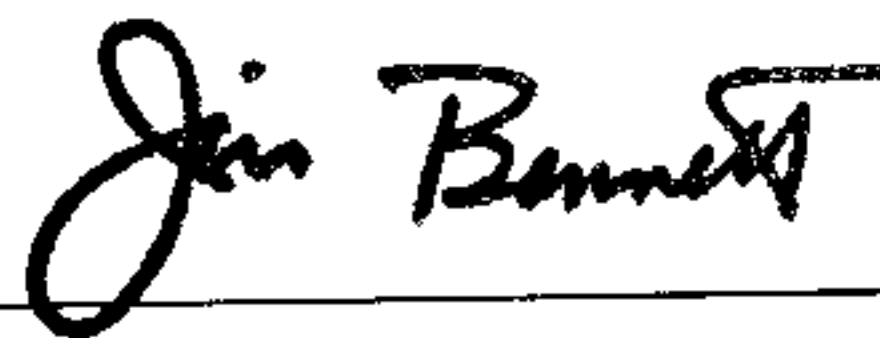
KeySearch, Inc.

This domestic corporation name is proposed to be incorporated in Shelby County and is for the exclusive use of ✓ Carol Key, 1197 Berwick Rd, Birmingham, AL 35242 for a period of one hundred twenty days beginning December 3, 1996 and expiring April 3, 1997.

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.

December 3, 1996

Date



Jim Bennett

Secretary of State



Inst # 1997-00078

01/02/1997-00078
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