

ALABAMA DEPARTMENT OF INDUSTRIAL RELATIONS  
INDUSTRIAL RELATIONS BUILDING  
MONTGOMERY, AL 36131

CERTIFICATE OF LIEN FOR UNEMPLOYMENT COMPENSATION CONTRIBUTIONS  
AND EMPLOYMENT SECURITY ASSESSMENT

Alice McKinney, Director of the Department of  
Industrial Relations for the State of Alabama  
for the use of the Unemployment Compensation Trust Fund  
and the Employment Security Administration Enhancement Fund.

VS.

Earthco, Inc.  
(Employer)  
3637 N. Meridian St. Ste 100  
Indianapolis, IN 46208-4233  
(Address)

Account No. 0029108315 117

Inst # 1999-15685

04/13/1999-15685  
11:57 AM CERTIFIED  
SHELBY COUNTY JUDGE OF PROBATE  
001 1995

Pursuant to the provisions of Chapter 4, Title 25, Section 134, Code of Alabama 1975, the State  
Department of Industrial Relations hereby certifies that the above-named employer, Earthco, Inc. is due the  
Alabama Department of Industrial Relations for the use of the Alabama Unemployment Compensation Trust  
Fund and Employment Security Administration Enhancement Fund the amount of two thousand four hundred  
& 73/100 dollars (\$2,400.73) as unemployment contributions, 00/100 dollars (\$00.00) as employment security  
assessment, plus one hundred fourteen & 81/100 dollars (\$114.81) interest and penalty in the amount of two  
hundred forty & 07/100 dollars (\$240.07). Total two thousand seven hundred fifty five & 61/100 dollars  
(\$2,755.61) for the payment of all of which amounts the said Department of Industrial Relations hereby claims  
a lien upon all property and right to property, real or personal, belonging to said employer.

IN WITNESS WHEREOF the State Department of Industrial Relations, acting by and through Alice  
McKinney, Director of Industrial Relations, hereunto set its name under its official seal, this the 7th day of  
April, 1999.

ALABAMA DEPARTMENT OF INDUSTRIAL  
RELATIONS

BY: Alice M. McKinney  
Alice McKinney, Director of  
the Department of Industrial Relations  
for the State of Alabama for the use of  
the Unemployment Compensation Trust  
Fund and the Employment Security  
Administration Enhancement Fund

Approved by  
Frank D. Marsh  
Attorney for said

Douglas R. Caudill  
Industrial Relations Building  
649 Monroe Street  
Montgomery, Alabama 36131  
The Person Who Prepared This Lien