

**ARTICLES OF INCORPORATION  
OF  
SOUTHEASTERN SAFETY & COMPLIANCE SERVICES, INC.**

The undersigned, for the purpose of forming a corporation under the Alabama Business Corporation Act, hereby adopt the following articles of incorporation:

**ARTICLE ONE  
NAME**

The name of the corporation is Southeastern Safety & Compliance Services, Inc.

The purposes and objects for which the Corporation is formed are:

(1) To provide a safety and compliance consulting service in the small business area.

(2) To acquire all or any of the good will, rights, property and business of any person, firm, corporation or association, and to hold, utilize, enjoy and in any manner dispose of the whole or any of the rights, property and business so acquired, and to assume in connection therewith any liabilities of any such person, firm, corporation or association.

(3) To apply for, obtain, purchase or otherwise acquire any patents, copyrights, licenses, trademarks, trade names, rights, processes, formulae and the like, which may seem capable of being used for any of the purposes of the Corporation and to use, exercise, develop, grant licenses in respect of, sell and otherwise turn to account, the same.

(4) To borrow money for any of the purposes of the Corporation, and to issue bonds, debentures, notes or other obligations of any nature, and in any manner permitted by law, for money so borrowed or in payment for property purchased, or for any other lawful consideration, and to secure the payment thereof and of the interest thereon by mortgage upon or pledge or conveyance or assignment in trust of the whole or any part of the property of the Corporation, real or personal, including contract rights, whether at the time owned or thereafter acquired, and to sell, pledge, discount, or otherwise dispose of such bonds, note or other obligations of the Corporation for its corporate purposes.

(7) To guarantee the obligation of any person, corporation or association.

(8) To have the power to conduct and carry on any business or activity not prohibited by law, nor required to be specifically stated in these articles.

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(9) To act as receiver or agent for any person or corporation or in respect to any lawful undertaking or transaction.

(10) To lend its aid and credit to any person, firm, or corporation.

(11) To do each and everything necessary, suitable or proper for the accomplishment of any of the purposes or the attainment of any or more of the objects herein enumerated.

#### **ARTICLE TWO DURATION**

The term of existence of the corporation is perpetual.

#### **ARTICLE THREE PURPOSE**

The purposes for which the corporation is organized are to engage in the operation of any lawful business or activities related to the stated purpose; and to engage in any lawful act or activity for which corporations may be organized under the Alabama business Corporation Act.

#### **ARTICLE FOUR REGISTERED OFFICE**

4.01 The street address of the initial registered office of the corporation is 309 Reynolds Road, Vincent, Al 35178.

4.02 The initial registered agent at that address is Philip W. Shew, at 309 Reynolds Road, Vincent, Al 35178.

#### **ARTICLE FIVE CAPITAL STOCK**

The total number of shares that the corporation has authority to issue is 100 shares, par value of \$1.00 each all of which shall be common shares.

**ARTICLE SIX  
SHARE CERTIFICATE**

Each certificate representing shares of capital stock of the Corporation now or hereafter held by the Shareholders will be stamped with the legend as follows, to-wit:

The shares of stock represented by this certificate and the transfer thereof are subject to all of the terms and provisions of an agreement dated the 26th day of July, 1999, providing in substance that any minority stockholder desiring to sell all or any part of his stock in the corporation must first offer it to the Corporation and then to the majority stockholder in a manner therein set forth before selling or otherwise disposing of it to a nonstockholder. A copy of such agreement may be inspected by the holder of this certificate at the principal office of the corporation.

**ARTICLE SEVEN  
DIRECTORS**

The number of directors constituting the initial Board of Directors shall be the same number as the number of persons listed in this Article Seven. The names and addresses of the persons constituting the initial board of directors and who are to serve as directors until the first annual meeting of the shareholders or until their successors are elected and qualify, are as follows:

<b>NAME</b>	<b>ADDRESS</b>
Philip W. Shew	309 Reynolds Road, Vincent, Al 35178
Dustin Tyler	2500 Circle Drive Hueytown, Al 35023

**INCORPORATORS**

The names and addresses of the incorporators are:

<b>NAME</b>	<b>ADDRESS</b>
Philip W. Shew	309 Reynolds Road, Vincent, Al 35178
Dustin Tyler	2500 Circle Drive Hueytown, Al 35023

**ARTICLE EIGHT  
SUBCHAPTER S ELECTION**

The Corporation shall file the documents necessary to qualify the Corporation as an S Corporation under Subchapter S of the Internal Revenue Code and the Shareholders agree to execute the documents necessary to obtain such qualification. The Subchapter S election shall be terminated or revoked only upon the affirmative vote or written consent of the majority of the holders of outstanding shares of the Corporation, and the Shareholders shall not execute documents revoking the Subchapter S qualification unless such vote or consent is first obtained. Each Shareholder agrees not to transfer his shares, other than as provided in this agreement, voluntarily or by operation of law (including transfers caused by her death or legal incapacity), or otherwise cause the Subchapter S election to be terminated or revoked. The Corporation shall not unfairly withhold corporate earnings or distributions from any shareholder and shall not terminate the employment of any shareholder, except as otherwise provided in this Agreement.

We, THE UNDERSIGNED, have subscribed our hands and seals in the City of Columbiana, this the \_\_\_\_ day of July, 1999.

  
Philip W. Shew, Incorporator

  
Dustin Tyler, Incorporator

This instrument was prepared by William P. Powers, whose address is P.O. Box 1626, Columbiana, Alabama 35051



# 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:

Southeastern Safety & Compliance Services, Inc.

This domestic corporation name is proposed to be incorporated in Jefferson County and is for the exclusive use of Dustin Tyler, 2500 Circle Drive, Hueytown, AL 35023 for a period of one hundred twenty days beginning April 15, 1999 and expiring August 14, 1999.

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.



April 15, 1999  
Date

Jim Bennett  
Jim Bennett

Secretary of State

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