

ARTICLES OF ORGANIZATION OF  
HR Solutions LLC Limited Liability Company

KNOW ALL MEN BY THESE PRESENTS: That I, Sandra Annette Shepard, desiring to form a limited liability company for the purposes set forth herein and in conformance with the Alabama Limited Liability Company Act, do establish:

1. Company Name. That the name of the limited liability company is HR Solutions LLC Limited Liability Company.

2. Duration. That the period of duration of this limited liability company is thirty years from the date of filing hereof with the Alabama, unless sooner dissolved as provided by Alabama law.

3. Purpose. That the purpose for which this limited liability company is organized is primarily to To provide HR outsourcing solutions to individuals and organizations, and other goods and services that are permitted by law, within and without the Alabama as the laws of Alabama and other states permit.

✓ 4. Principal Place of Business. That the address of its principal place of business is 152 Summer Brook Lane, Alabaster, Shelby, Alabama 35007

5. Registered Agent and Office. That the name of its registered agent, whose Consent to Appointment as Registered Agent accompanies these articles, is Connie Shepard-Harris, and address of the agent at the registered office is 216 Montreal Circle, Birmingham, Alabama 35211.

6. Capitalization. That the total capital contributions of each Member, which is his or its respective undivided interest in personal property having at least a value totaling \$5,000.00 should be allocated as follows:

Sandra Annette Shepard, 152 Summer Brook Lane, Alabaster, Shelby, Alabama, 35007 and President \$5,000.00

7. Additional Liability of Members. That no additional capital contributions will be required.

8. Admission of Additional Members. That additional Members will be admitted or expelled only with the unanimous consent of all Members entitled to participate in management and upon such terms as are unanimously agreed to by all Members entitled to a dividend upon dissolution or liquidation.

9. Continuity of Life. That the remaining Members of the limited liability company may only have the right to continue the business upon the death, retirement, resignation, expulsion, bankruptcy or dissolution of a Member or occurrence of any other event which terminates the continued Membership of a Member in this limited liability company if they unanimously elect to do so. The return of capital and the distribution of profits shall be determined from the company's books, as of the effective date of withdrawal, based on generally accepted accounting practices, and paid as soon as practicable without diminishing the prospects of the company's ventures and subject to the limitations of the Alabama Limited Liability Company Act.

10. Management. The business of the company shall be conducted under the exclusive management of its Members, or outside managers if its Members unanimously elect, who shall have exclusive authority to act for the company in all matters. The Members may from time to time designate certain Members as Officers to act for the Company in certain matters as specified by the President.

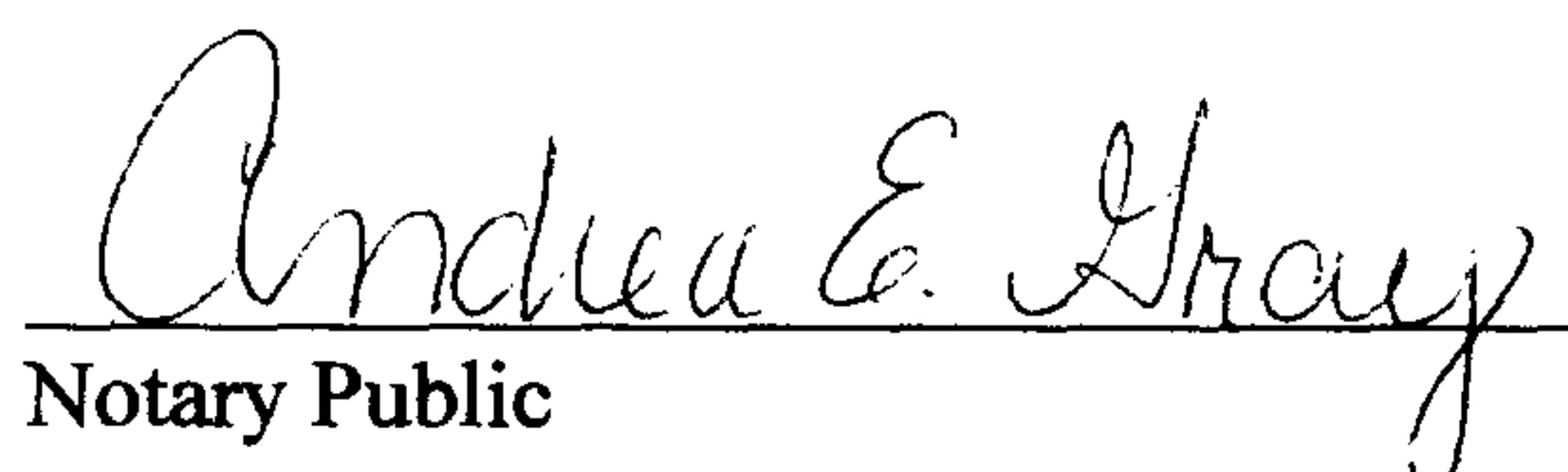
DATED this 15 day of October, 2004.

  
Sandra Annette Shepard

Notary's Acknowledgment

State of Alabama )  
County of Jefferson ) ss

On this October 15, 2004, before me personally appeared Sandra Annette Shepard, to me known to be the person described in and who executed the foregoing instrument and acknowledged to me that Sandra Annette Shepard executed the same as her free act and deed.

  
Notary Public

My Commission Expires  
February 25, 2006

## CONSENT TO APPOINTMENT AS REGISTERED AGENT

1. I, Connie Shepard-Harris, 216 Montreal Circle, Birmingham, Jefferson, Alabama, 35211, (205) 942-3168; voluntarily consent to serve as the registered agent for HR Solutions LLC Limited Liability Company.
2. I know and understand the duties of a registered agent as set forth in the Alabama Limited Liability Company Act.

Signed Connie A. Harris  
Dated 10/15/04