


THIS INSTRUMENT WAS PREPARED BY:

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Shelby Cnty Judge of Probate, AL  
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STATE OF ALABAMA )

SHELBY COUNTY )

**ARTICLES OF AMENDMENT TO  
AMENDMENT AND RESTATEMENT TO THE  
ARTICLES OF ORGANIZATION  
OF  
ALABAMA HR CONSULTANTS, LLC**

Pursuant to Code of Alabama, Section 10-12-11(b)(2), the undersigned, being the sole member of Alabama HR Consultants, LLC, a limited liability company organized and existing under the laws of the State of Alabama, hereby submits the following:

1. The name of the limited liability company is Alabama HR Consultants, LLC.


2. The Articles of Organization of the limited liability company were filed in the office of the Judge of Probate of Shelby County, Alabama on May 2, 2001, and recorded as Instrument Number 2001-17215. The Amendment and Restatement to the Articles of Organization of the limited liability company were filed in the office of the Judge of Probate of Shelby County, Alabama on May 25, 2001, and recorded as Instrument Number 2001-21348.

3. The Articles of Organization of the limited liability company are hereby amended as follows:

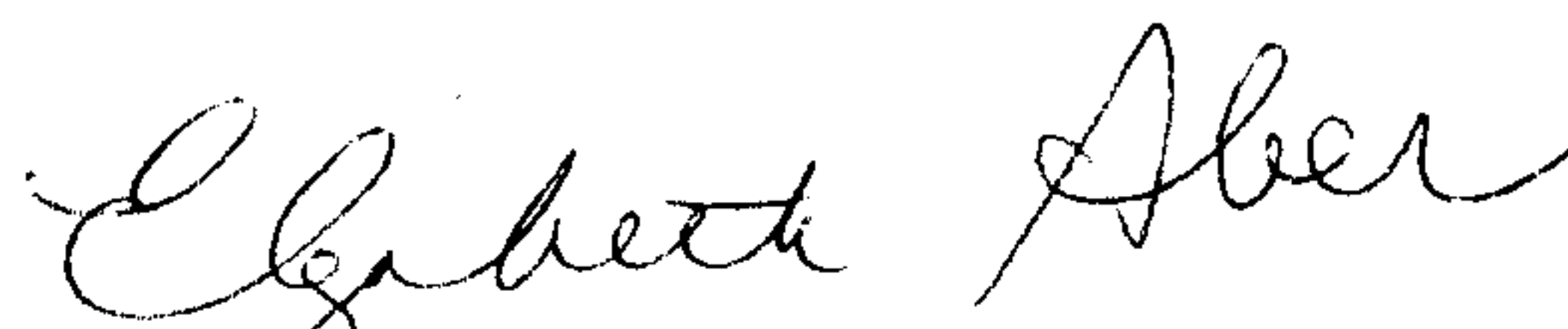
Article 1 of the Articles of Organization is hereby deleted in its entirety and there is substituted in lieu thereof the following:

1. The name of the limited liability company shall be Nova HR, LLC, and any and all references to Alabama HR Consultants, LLC shall hereinafter be deemed to refer to Nova HR, LLC.

IN WITNESS WHEREOF, the undersigned has affixed hand and seal on this 3 day of January, 2008.

  
Laurie S. Halvorson

(SOLE MEMBER)

  
NOTARY PUBLIC STATE OF ALABAMA AT LARGE  
MY COMMISSION EXPIRES: Aug 28, 2010