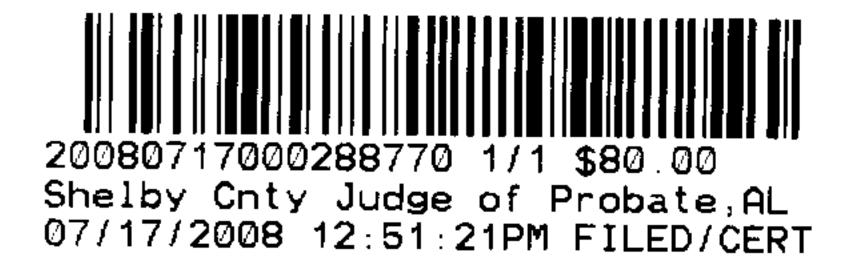
STATE OF ALABAMA

DOMESTIC LIMITED LIABILITY COMPANY ARTICLES OF ORGANIZATION GUIDELINES



INSTRUCTIONS:

STEP 1: THE NAME OF THE LIMITED LIABILITY COMPANY MUST CONTAIN THE WORDS LIMITED LIABILITY COMPANY, LLC OR L.L.C.
STEP 2: FILE THE ORIGINAL AND TWO COPIES OF THE ARTICLES OF ORGANIZATION IN THE COUNTY WHERE THE LLC'S REGISTERED OFFICE IS

	G FEE. THE Alabama Limited Liability Company Act, the undersigned hereby adopts the following Articles of
Article I	The name of the Limited Liability Company: PalanceWorks, LLC
	(Your company title must end with the words Limited Liability Company, L.L.C. or LLC)
Article II	The duration of the Limited Liability Company is 5 years.
Article III	The Limited Liability Company has been organized for the following purpose(s): to provide a web-based marketing and communications
	tool and numan-resources related consulting
Article IV	The street address (NO PO BOX) of the registered office: 905 Teaberry Lane Birmingham and the name of the registered agent at that office:
Article V	The names and addresses of the initial member(s), and organizer (if any):
	TINA HOUT
	905 Teaberry Lane Birmingham, At 35244 (Attach additional sheets if necessary.)
Article VI	If the Limited Liability Company is to be managed by one or more managers, list the names and addresses of the managers who are to serve until the first annual meeting of the members or until their successors are elected and qualified.
	905 Teaberry Lane Birmingham, AU 35244
Limited Liabi	provision that is not inconsistent with the law for the regulation of the internal affairs of the ility Company is permitted to be set forth in the operating agreement of the LLC. ITNESS THEREOF, the undersigned members executed these Articles of Organization on
this the	17-19 day of July , 2008.
THIS DOCUMEN	NT PREPARED BY:
	Ana SHOLT
	Signature of Member/Organizer