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Shelby Cnty Judge of Probate, AL  
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**ARTICLES OF ORGANIZATION**  
**INTEGRATED PERFORMANCE SOLUTIONS, LLC**  
**AN ALABAMA LIMITED LIABILITY COMPANY**

Dated: October 9, 2009

**ARTICLES OF ORGANIZATION**  
**OF**  
**INTEGRATED PERFORMANCE SOLUTIONS, LLC**  
**AN ALABAMA LIMITED LIABILITY COMPANY**

Pursuant to the Alabama Limited Liability Company Act (The "Act"), the undersigned hereby adopt the following Limited Liability Company Articles of Organization:

**ARTICLE I**  
**NAME**

The name of the limited liability company (the "Company") is:

**INTEGRATED PERFORMANCE SOLUTIONS, LLC**

**ARTICLE II**  
**DURATION**

The existence of the Company shall be perpetual, or until terminated by agreement of the member or members or by operation of law.

**ARTICLE III**  
**PURPOSES**

The Company's purposes are any and all lawful activities. The Company is empowered and authorized to do everything necessary, proper, advisable or convenient in connection with same, and to do all other things incidental to such purposes or in

connection with such purposes that are not prohibited by law. In extension and not in limitation of the purposes specifically enumerated, the Company is authorized and empowered to engage in any lawful business in which limited liability companies may engage under the Act.

#### **ARTICLE IV INITIAL REGISTERED OFFICE AND AGENT**

The location and mailing address of the initial registered office of the Company is 2319 Spring Iris Drive, Birmingham, AL 35244. The name of the initial registered agent for the Company is Charles Henry Cleveland.

#### **ARTICLE V INITIAL MEMBERS**

The name and mailing address of the initial members of the Company are:

Charles Henry Cleveland  
2319 Spring Iris Drive  
Birmingham, AL 35244

#### **ARTICLE VI ADMISSION OF ADDITIONAL MEMBERS**

No person may be admitted as an additional member without the consent of all the members.

**ARTICLE VII**  
**MANAGEMENT**

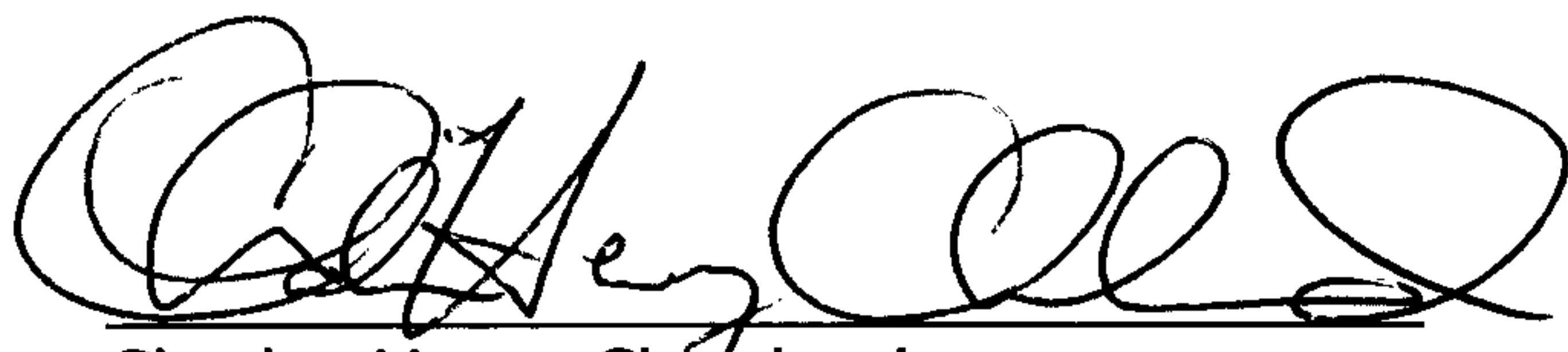
The Company shall be managed by the member or members.

**ARTICLE VIII**  
**AMENDMENTS**

Any amendment to these Articles of Organization shall require approval of all of the members.

**ARTICLE IX**  
**EXECUTION AND DATE**

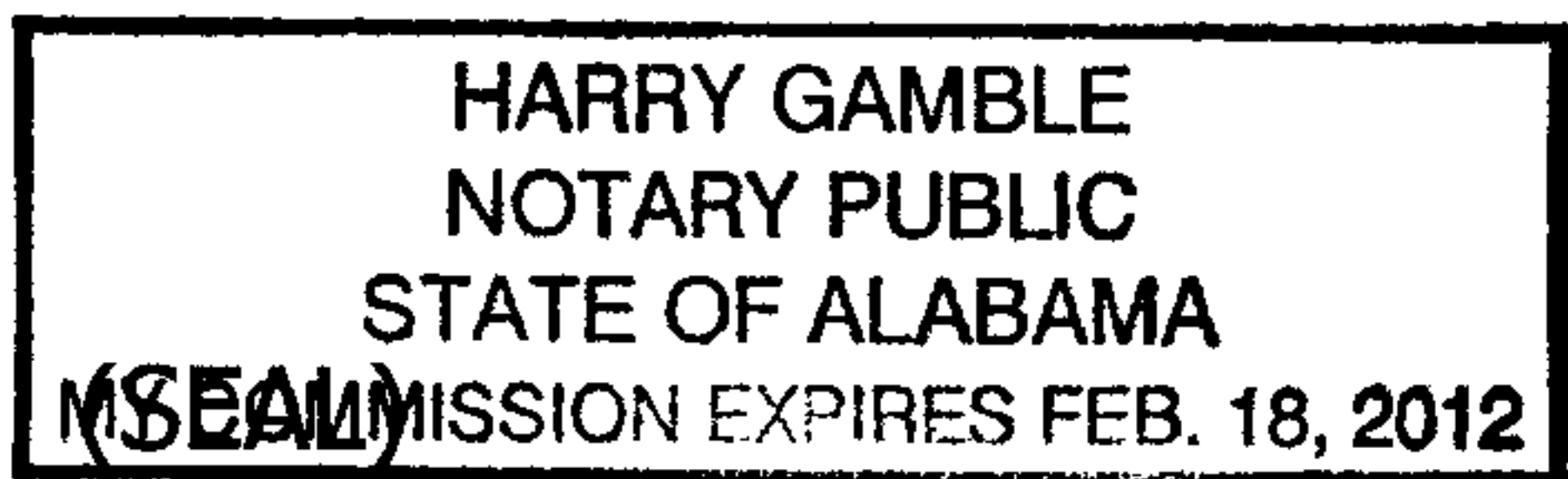
These Articles of Organization are executed by the initial members as of  
Oct. 09, 2009.

  
Charles Henry Cleveland

STATE OF ALABAMA  
COUNTY OF Jefferson

I, the undersigned, a Notary Public in and for said State and County, hereby certify that **Charles Henry Cleveland**, whose name is signed to the foregoing instrument, and who is known to me, acknowledged before me on this day that, being informed of the contents of the instrument, he executed the same voluntarily.

GIVEN UNDER MY HAND AND SEAL this the 9<sup>th</sup> day of October,  
2009.



[Signature]  
Notary Public  
State of Alabama at Large