

STATE OF ALABAMA)
JEFFERSON COUNTY)


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Shelby Cnty Judge of Probate, AL
02/08/2011 12:23:02 PM FILED/CERT

**ARTICLES OF ORGANIZATION
OF
INSIDEOUT, L.L.C.**

We, the undersigned, desiring to form a Limited Liability Company pursuant to the laws of the State of Alabama, certify as follows:

1. The name of the Limited Liability Company is InsideOut, L.L.C.

The Limited Liability Company shall continue in existence until it is dissolved in accordance with the provisions of the operating agreement, or, if there is no operating agreement or no provision in the operating agreement governing the duration of the Company, then in accordance with the Alabama Limited Liability Company Act.

3. The purpose for which this Limited Liability Company is organized is:

To engage in the business as a professional consultant, performing such acts, including but not limited to public speaking, executive education, professional development, sales consulting, market assessment, etc., and to engage in the transaction of any or all lawful business for which Limited Liability Companies may be organized under the laws of the State of Alabama.

4. The location and mailing address of the initial registered office shall be: 1106 Highland Lakes Circle, Birmingham, AL 35242, and the name of the initial registered agent at said address shall be Paul E. Dixon, Jr.

5. The names and mailing addresses of the initial members of the Limited Liability Company are as follows:

NAME

MAILING ADDRESS

Paul E. Dixon, Jr.

1106 Highland Lakes Circle
Birmingham, AL 35242

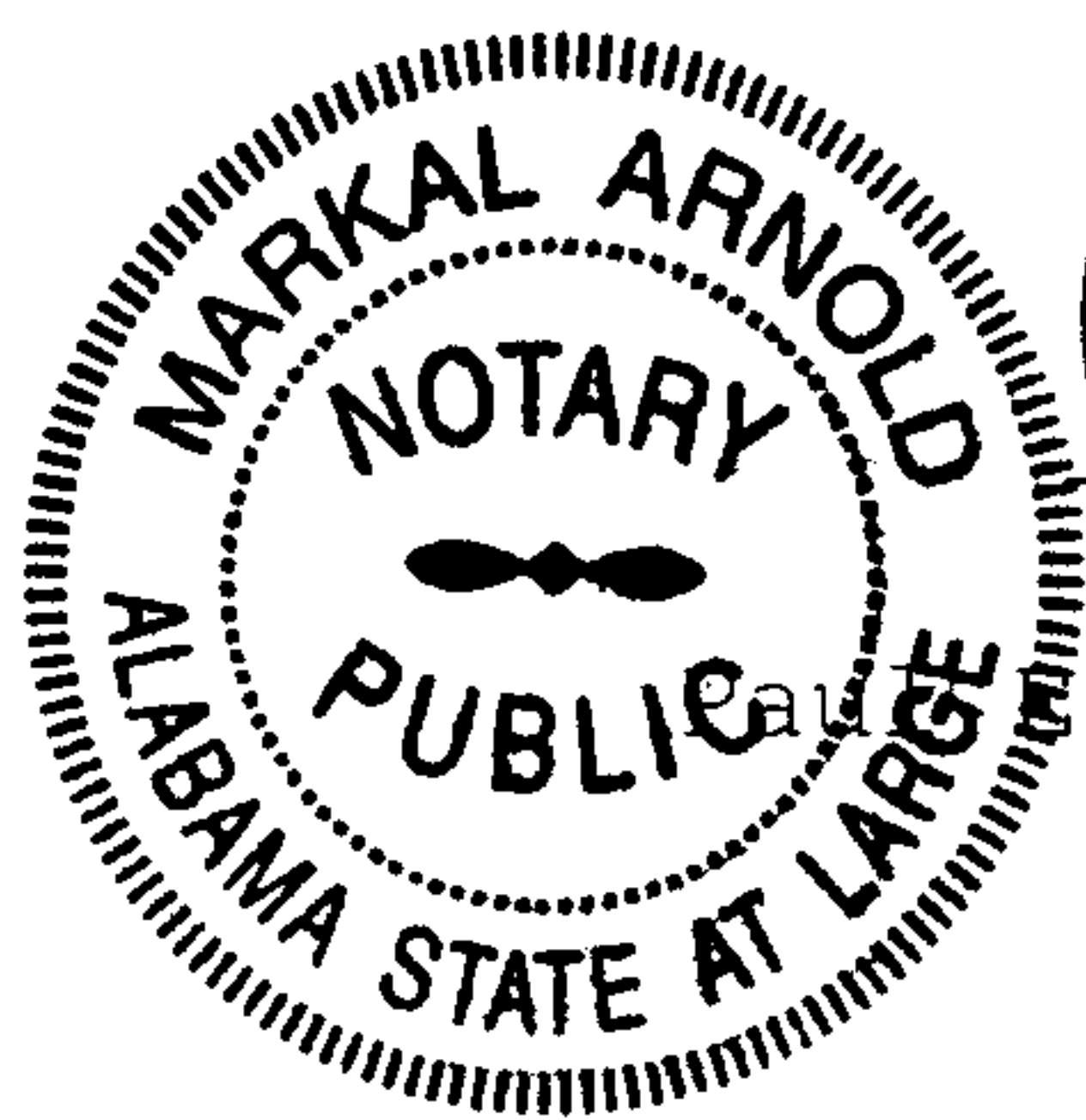
6. The members of the Limited Liability Company shall have the right to admit additional members to the Limited Liability Company upon the unanimous consent of all the members of the Limited Liability Company.

7. The remaining members of the Limited Liability Company shall have the right to continue the legal existence and business of the Limited Liability Company after an event of disassociation terminates the continued membership of a member in the Limited Liability Company if: (i) there is at least one remaining member, and (ii) the legal existence and business of the Limited Liability Company is continued by the written consent of a majority in interest of the remaining members within 90 days after the occurrence of the event of disassociation. For the purposes of this provision, a majority in interest of the remaining members means interests of one or more remaining members which, when taken together, exceeds fifty percent (50%) of the capital interests and fifty percent (50%) of the profits interests of the remaining members.

8. The Limited Liability Company shall be managed by one or more of its members who shall serve as a Manager.

IN WITNESS WHEREOF, the undersigned have affixed their hands and seals on this 23 day of December, 2010.

Mark Arnold



[Signature]

Paul M. Dixon, Jr.

My Commission Expires 6/8/2014