


**ARTICLES OF INCORPORATION
OF
IRON CITY STAFFING, INC.**


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Shelby Cnty Judge of Probate, AL
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For the purpose of forming a corporation under the Alabama Business Corporation Act and any act amendatory thereof, supplementary thereto or substituted therefor (hereinafter referred to as the "Act"), the undersigned does hereby sign and adopt these Articles of Incorporation, and, upon the filing for record of these Articles of Incorporation in the Office of the Judge of Probate of Shelby County, the existence of a corporation (hereinafter referred to as the "Corporation"), under the name set forth in Article I hereof, shall commence.

ARTICLE I.

NAME

- 1.1 The name of the Corporation shall be IRON CITY STAFFING, Inc.

ARTICLE II.

SHARES

2.1 The aggregate number of shares the Corporation shall issue is 1,000 shares of Common Stock with a par value of One Dollar (\$1.00) per share and all shares are owned by Magna Management. Corporation shall not issue any other stock of any type without the express written consent of Magna Management.

2.2 No shareholder of the Corporation shall have any preemptive right to acquire any unissued shares of the Corporation of any class now or hereafter authorized, or any securities convertible into, or exchangeable for, any such shares, or any warrants or any instruments evidencing rights or options to subscribe for, purchase or otherwise acquire any such shares, whether such shares, securities, warrants or other instruments are now, or shall hereafter be, authorized, unissued or issued and thereafter acquired by the Corporation.

2.3 The Bylaws of the Corporation, an agreement among shareholders of the Corporation or an agreement between shareholders and the Corporation may impose restrictions on the transfer or registration of transfer of shares of the Corporation, and notice is hereby given that such bylaw provision or agreement may exist restricting the transfer or registration of transfer of shares of the Corporation. If such bylaw provision or agreement exists, the restriction on transfer or registration of transfer of shares of the Corporation imposed thereby will be noted conspicuously on the front or back of the certificate or certificates evidencing the shares to which the restriction relates. Even if not so noted, such a restriction is enforceable against a person with actual knowledge of the restriction.

ARTICLE III.

REGISTERED OFFICE AND REGISTERED AGENT

3.1 The street address of the Corporation's initial registered office shall be 123 High Hampton Drive, Pelham, Alabama 35124.

3.2 The Corporation's initial registered agent at such office shall be Chris Causey.

ARTICLE IV.

INCORPORATOR

4.1 The name and address of the incorporator is:

<u>NAME</u>	<u>ADDRESS</u>
Chris Causey	123 High Hampton Drive Pelham, Alabama 35124


ARTICLE V.

INITIAL DIRECTORS

5.1 The number of directors constituting the initial Board of Directors shall be one (1). After the first annual meeting of shareholders, or a meeting specifically in lieu thereof, the number of directors shall be as set forth in, or as determined in accordance with, the Bylaws.

5.2 The name and address of the persons who are to serve as directors until the first annual meeting of shareholders or until such person's successors elected and qualifies, except as otherwise provided in Section 7.2, are:

<u>DIRECTOR</u>	<u>ADDRESS</u>
Chris Causey	123 High Hampton Drive Pelham, Alabama 35124


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ARTICLE VI.

PURPOSES, OBJECTS AND POWERS

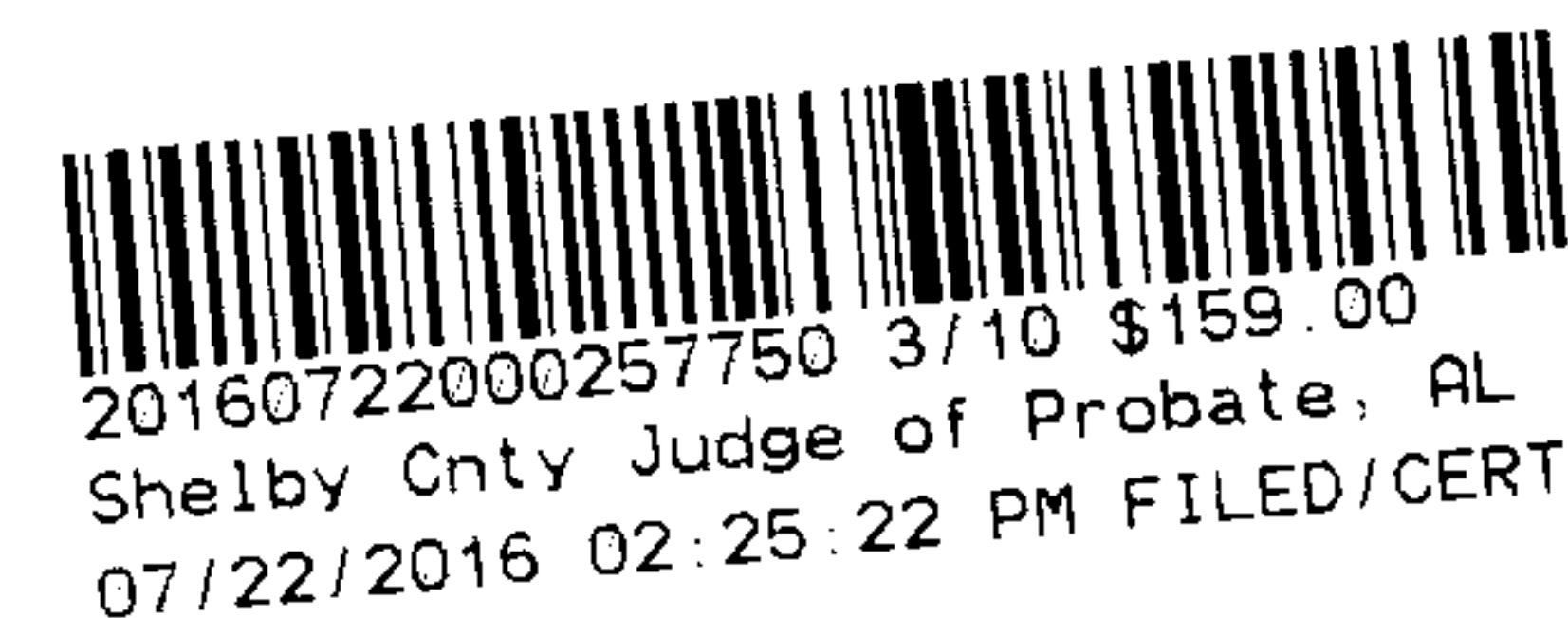
6.1 The purposes, objects and powers of the Corporation are:

(a) to engage in any lawful business, act or activity for which a corporation may be organized under the Act, it being the purpose and intent of this Article VI to invest the Corporation with the broadest purposes, objects and powers lawfully permitted a corporation formed under the Act.

(b) to carry on any and all aspects, ordinary or extraordinary, of any lawful business and to enter into and carry out any transaction, ordinary or extraordinary, permitted by law, having and exercising in connection herewith all powers given to corporations by the Act and all other applicable laws of the State of Alabama.

(c) without limiting the scope and generality of the foregoing, the Corporation shall have the following specific purposes, objects and powers:

- (1) to provide software services;
- (2) to sue and be sued, complain and defend in its corporate name;
- (3) to have a corporate seal, which may be altered at will, and to use it, or a facsimile of it, by impressing or affixing it or in any manner reproducing it;
- (4) to make and amend bylaws, not inconsistent with its articles of
- (5) to purchase, receive, lease, or otherwise acquire, and own, hold,
- (6) to sell, convey, mortgage, pledge, lease, exchange, and otherwise
- (7) to purchase, receive, subscribe for, or otherwise acquire; own, hold, vote, use, sell, mortgage, lend, pledge, or otherwise dispose of; and deal in and with shares or other interests in, or obligations of, any other entity;
- (8) to make contracts, including guarantee and suretyship contracts and indemnity agreements, incur liabilities, borrow money, issue its notes, bonds and other obligations (which may be convertible into or include the option to purchase other securities of the Corporation), secure any of its obligations (or the obligations of others for whom it can make guarantees, whether or not a guarantee is made) by mortgage or pledge of or creation of security interests in any of its property, franchises, or income, and without limiting the generality of the foregoing:



(A) to make contracts of guarantee and suretyship and indemnity agreements that are necessary or convenient to the conduct, promotion or attainment of the business of the Corporation, and

(B) to make contracts of guarantee and suretyship and indemnity agreements that are necessary or convenient to the conduct, promotion or attainment of the business of

(i) an entity that is wholly owned, directly or indirectly, by the Corporation, or

(ii) a person that owns, directly or indirectly, all of the outstanding stock of the Corporation, or

(iii) an entity that is wholly owned, directly or indirectly, by a person that owns, directly or indirectly, all of the outstanding stock of the Corporation;

(9) to lend money, invest and reinvest its funds and receive and hold real and personal property as security for repayment;

(10) to be a promoter, incorporator, partner, member, trustee, associate, or manager of any domestic or foreign corporation, partnership, joint venture, trust, or other entity;

(11) to conduct its business, locate offices and exercise the powers granted by the Act within or without this state;

(12) to elect directors and appoint officers, employees and agents of the

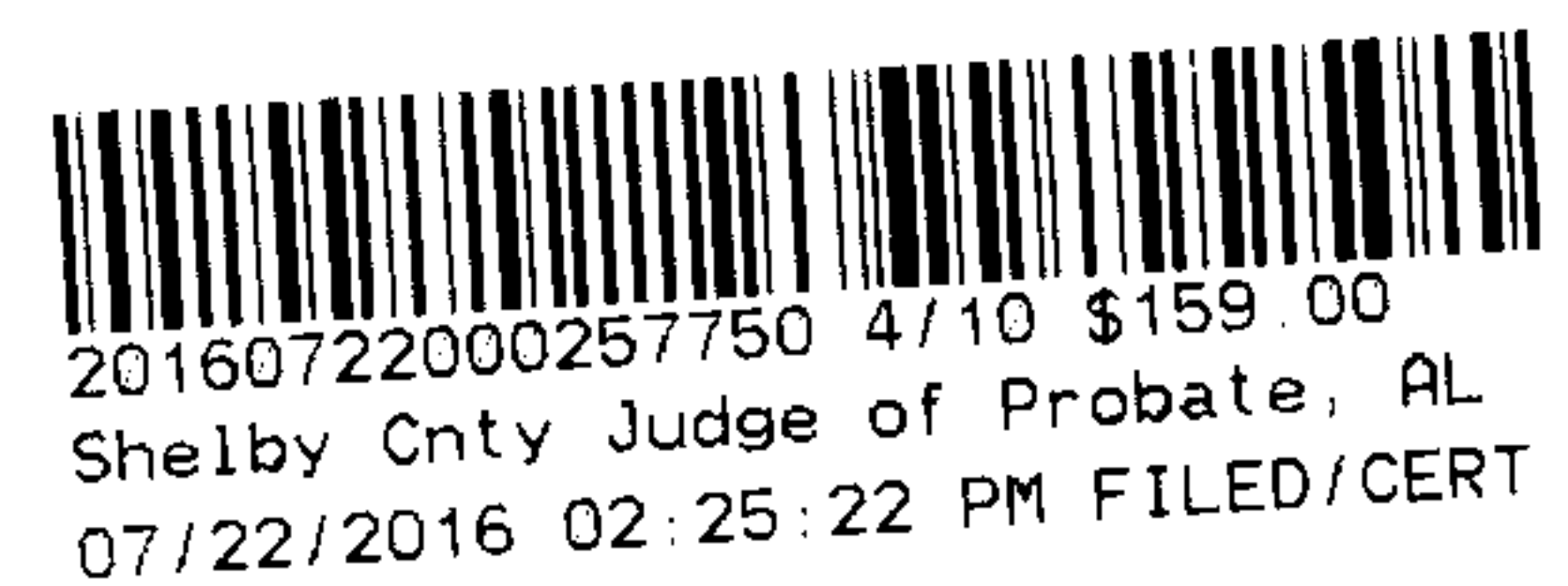
(13) to pay pensions and establish pension plans, pension trusts, profit

(14) to make donations for the public welfare or for charitable, scientific, or educational purposes;

(15) to transact any lawful business that will aid governmental policy; and

(16) to make payments or donations, or do any other act, not inconsistent with law, that furthers the business and affairs of the Corporation.

6.2 All words, phrases and provisions in this Article VI are used in their broadest sense, are not limited by reference to, or inference from, any other words, phrases or provisions and shall be so construed. For purposes of these Articles of Incorporation, the term "person" includes any individual or entity.



ARTICLE VII.

INTERNAL AFFAIRS

7.0 The following provisions for the regulation of the business and for the conduct of the affairs of the Corporation, the directors and the shareholders are hereby adopted:

7.1 The initial Bylaws of the Corporation shall be adopted by the shareholders. The power to alter, amend or repeal the Bylaws or adopt new Bylaws shall be vested in the Board of Directors and the shareholders, or either of them, which power may be exercised in the manner and to the extent provided in the Bylaws; provided, however, that the Board of Directors may not alter, amend or repeal any bylaw or resolution of the shareholders establishing the number of directors (except that the Board of Directors shall have the power to fix or change the number of directors as set out in Section 7.2 below), the time or place of shareholders' meetings, or what constitutes a quorum at shareholders' meetings, or any bylaw or resolution that was adopted by the shareholders and specifically provides that it cannot be altered, amended or repealed by the Board of Directors. The Bylaws may contain any provisions for regulating the business and affairs of the Corporation that is not inconsistent with law or these Articles of Incorporation.

7.2 All corporate powers shall be exercised by or under the authority of, and the business and affairs of the Corporation shall be managed under the direction of, its Board of Directors, subject to any limitations set forth in these Articles of Incorporation or in an agreement authorized under the Act. The number of directors comprising the initial Board of Directors shall be as set forth in Article V above. The number of directors of the Corporation shall be fixed from time to time in the manner provided in the Bylaws, or, in the absence of such a bylaw, the number of directors shall be one (1). The number of directors may be increased or decreased from time to time by amendment to the Bylaws or in the manner provided for therein, provided that the Board of Directors may not, and only the shareholders may, increase or decrease by more than 30% the number of directors last approved by the shareholders.

7.3 No director of the Corporation shall be personally liable to the Corporation or its shareholders for monetary damages for breach of fiduciary duty as a director, except liability for (a) the amount of a financial benefit received by the director to which he or she is not entitled; (b) an intentional infliction of harm on the Corporation or the shareholders; (c) voting for or assenting to any unlawful distribution, as defined in the Act; (d) an intentional violation of criminal law; or (e) a breach of the director's duty of loyalty to the Corporation or its shareholders. If the Act is hereafter amended to further eliminate or limit the liability of a director, then a director of the Corporation, in addition to the circumstances in which a director is not personally liable as set forth in the preceding sentence, shall not be liable to the fullest extent permitted by the amended Act.

7.4 The Corporation reserves the right from time to time to amend, alter or repeal each and every provision contained in these Articles of Incorporation, or to add one or more additional provisions, in the manner now or hereafter prescribed or permitted by the Act, and all rights conferred upon shareholders at any time are granted subject to this reservation. Any such amendment for which voting by voting group is required by the Act shall be effective only if each voting group approves in addition to approval of all shareholders entitled to vote.

ARTICLE VIII.

INDEMNIFICATION

8.0 In amplification and not in limitation of applicable provisions of the Act:

8.1 (a) Except as provided in subsection (d) of this Section 8.1, the Corporation (which term, for purposes of this Article VIII, includes any domestic or foreign predecessor entity of the Corporation in a merger or other transaction in which the predecessor's existence ceased upon consummation of the transaction) shall indemnify an individual who is or was a director, officer, employee or agent of the Corporation or an individual who, while a director, officer, employee or agent of the Corporation, is or was serving at the Corporation's request as a director, officer, partner, trustee, employee or agent of another foreign or domestic corporation, partnership, joint venture, trust, employee benefit plan or other enterprise (an "Indemnitee", which term includes, unless the context requires otherwise, the estate or personal representative of such individual) who was, is or has threatened to be made a named defendant or respondent (a "Party") in any threatened, pending or completed action, suit or proceeding, whether civil, criminal, administrative or investigative and whether formal or informal (a "Proceeding") because he or she is or was a director, officer, employee or agent of the Corporation or, while a director, officer, employee or agent of the Corporation, is or was serving at the Corporation's request as a director, officer, partner, trustee, employee or agent of another foreign or domestic corporation, partnership, joint venture, trust, employee benefit plan or other enterprise, against the obligation to pay a judgment, settlement, penalty, fine (including an excise tax assessed with respect to an employee benefit plan), all reasonable expenses, including counsel fees, incurred with respect to a Proceeding ("Liability") incurred in the Proceeding if:

- (1) the Indemnitee conducted himself or herself in good faith; and
- (2) the Indemnitee reasonably believed:
 - (i) in the case of conduct in his or her Official Capacity (meaning thereby (a) when used with respect to a director, the office of director in the Corporation; and (b) when used with respect to an individual other than a director, the office in the Corporation held by an officer or the employment or agency relationship undertaken by the employee or agent on behalf of the Corporation; "Official Capacity" does not include service for any other foreign or domestic corporation or any partnership, joint venture, trust, employee benefit plan or other enterprise) with the Corporation, that the conduct was in its best interest; and
 - (ii) in all other cases that the conduct was at least not opposed to its best interest; and
- (3) in case of any criminal Proceeding the Indemnitee had no reasonable cause to believe his or her conduct was unlawful.

(b) An Indemnitee is considered to be serving an employee benefit plan at the Corporation's request if his or her duties to the Corporation also impose duties on, or otherwise involve services by, the Indemnitee to the plan or to participants in or beneficiaries of the plan. An Indemnitee's conduct with respect to an employee benefit plan for a purpose he or she reasonably believed to be in the interests of the participants in, and beneficiaries of, the plan is conduct that satisfies the requirement of subsection (a)(2)(ii) of this Section 8.1.

(c) The termination of a Proceeding by judgment, order, settlement, conviction or upon a plea of *nolo contendere* or its equivalent is not, of itself, determinative that the Indemnitee did not meet the standard of conduct described in this section.

(d) The Corporation shall not indemnify an Indemnitee under this section:

(1) in connection with a Proceeding by or in the right of the Corporation in which the Indemnitee was adjudged liable to the Corporation; or

(2) in connection with any other Proceeding charging improper personal benefit to the Indemnitee, whether or not involving action in his or her Official Capacity, in which the Indemnitee was adjudged liable on the basis that personal benefit was improperly received by him or her.

(e) Indemnification permitted under this section in connection with a Proceeding by or in the right of the Corporation is limited to reasonable expenses, including counsel fees, incurred in connection with the Proceeding.

8.2 The Corporation shall indemnify an Indemnitee who was successful, on the merits or otherwise, in the defense of any Proceeding, or of any claim, issue or matter in such Proceeding, where he or she was a Party because he or she is or was a director, officer, employee or agent of the Corporation or, while a director, officer, employee or agent of the Corporation, is or was serving at the Corporation's request as a director, officer, partner, trustee, employee or agent of another foreign or domestic corporation, partnership, joint venture, trust, employee benefit plan or other enterprise, against reasonable expenses, including counsel fees, incurred in connection therewith, notwithstanding that he or she was not successful on any other claim, issue or matter in any such Proceeding.

8.3 (a) The Corporation may pay for or reimburse the reasonable expenses, including counsel fees, incurred by an Indemnitee who was a party to a Proceeding in advance of final disposition of the Proceeding if:

(1) the Indemnitee furnishes the Corporation a written affirmation of good faith and belief that he or she has met the standard of conduct described in Section 8.1 above;

(2) the Indemnitee furnishes the Corporation a written undertaking, executed personally or on the Indemnitee's behalf, to repay the advance if it is ultimately determined that the Indemnitee did not meet the standard of conduct, or is not otherwise entitled to indemnification under Section 8.1(d), unless an indemnification is approved by the court under the provisions of the Act;

(3) a determination is made that the facts then known to those making the determination would not preclude indemnification under this Article VIII.

(b) The undertaking required by subsection (a)(2) above must be an unlimited general obligation of the Indemnitee but need not be secured and may be accepted without reference to financial ability to make repayment.

(c) Determinations and authorizations of payment under this section shall be made in the manner specified in Section 8.4 below.

8.4 (a) The Corporation may not indemnify an Indemnitee under Section 8.1 above unless authorized in the specific case after a determination has been made that indemnification of the Indemnitee is permissible in the circumstances because the Indemnitee has met the standard of conduct set forth in Section 8.1 above.

(b) The determination shall be made:

(1) by the board of directors of the Corporation by a majority vote of a quorum consisting of directors not at the time Parties to the Proceeding;

(2) if a quorum cannot be obtained under subdivision (1) above, by a majority vote of a committee duly designated by the board of directors (in which designation directors who are Parties may participate) consisting solely of two or more directors not at the time Parties to the Proceeding;

(3) by special legal counsel;

(i) selected by the board of directors as committee in the manner prescribed in subdivision (1) or (2) above; or

(ii) if a quorum of the board of directors cannot be obtained under subdivision (1) and a committee cannot be designated under subdivision (2), selected by a majority vote of the full board of directors (in which selection directors who are Parties may participate); or

(4) by the shareholders, but shares owned or voted under the control of Indemnitees who are at the time Parties to the Proceeding may not be voted on the determination. A majority of the shares that are entitled to vote on the transaction by virtue of not being owned by or under the control of such Indemnitees constitutes a quorum for the purpose of taking action under this section.

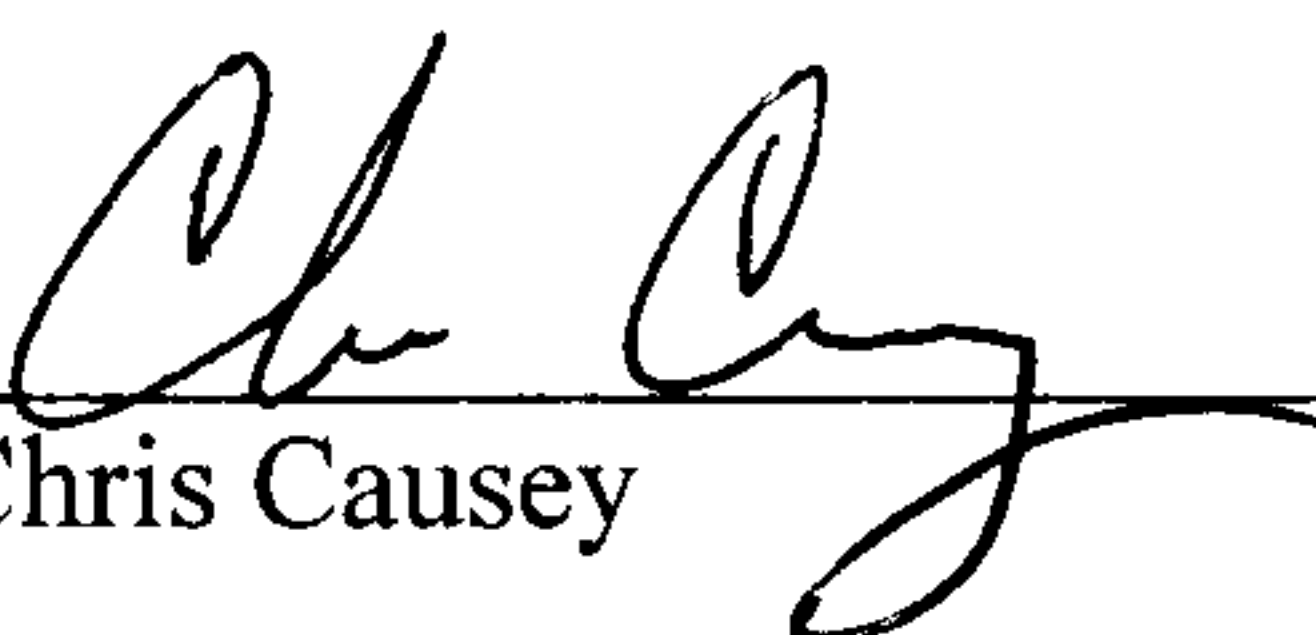
(c) Authorization of indemnification and evaluation as to reasonableness of expenses shall be made in the same manner as the determination that indemnification is permissible, except that if the determination is made by special legal counsel, authorization of indemnification and evaluation as to reasonableness of expenses shall be made by those entitled under subsection (b)(3) to select counsel.

8.5 The Corporation may purchase and maintain insurance, or furnish similar protection (including but not limited to trust funds, self-insurance reserves or the like), on behalf of an individual who is or was a director, officer, employee or agent of the Corporation, who, while a director, officer, employee or agent of the Corporation, is or was serving at the request of the Corporation as a director, officer, partner, trustee, employee or agent of another foreign or domestic corporation, partnership, joint venture, trust, employee benefit plan or other enterprise, against Liability asserted against or incurred by him or her in that capacity or arising from his or her status as a director, officer, employee or agent, whether or not the Corporation would have the power to indemnify him or her against the same Liability under Sections 8.1 or 8.2 above.

8.6 (a) Any indemnification, or advance for expenses, authorized under this Article VIII shall not be deemed exclusive of and shall be in addition to that which may be contained in the Corporation's Bylaws, a resolution of its shareholders or board of directors, or in a contract or otherwise.

(b) This Article VIII does not limit the Corporation's power to pay or reimburse expenses incurred by an Indemnatee in connection with the Indemnatee's appearance as a witness in a Proceeding at a time when he or she has not been made or named defendant or respondent to the Proceeding.

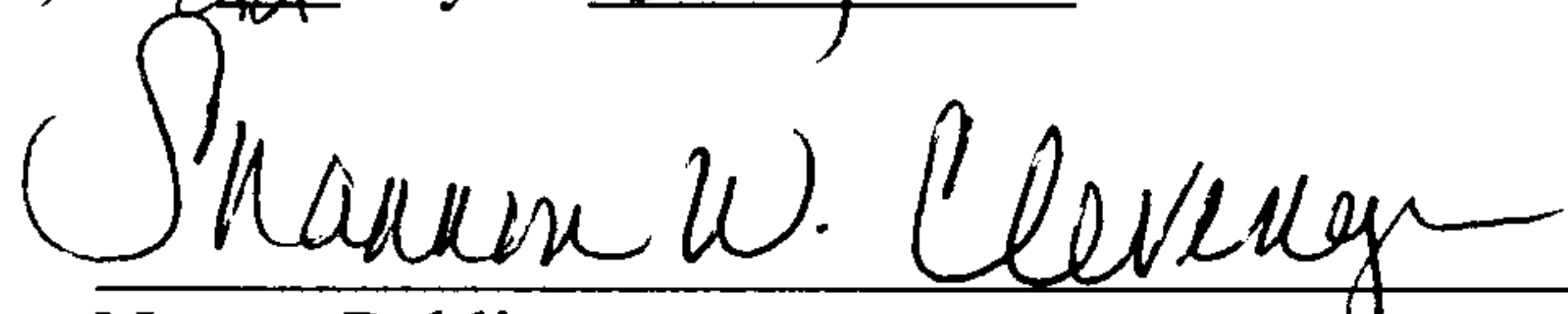
IN WITNESS WHEREOF, the undersigned incorporator has executed this instrument as of the 22 day of July 2016.

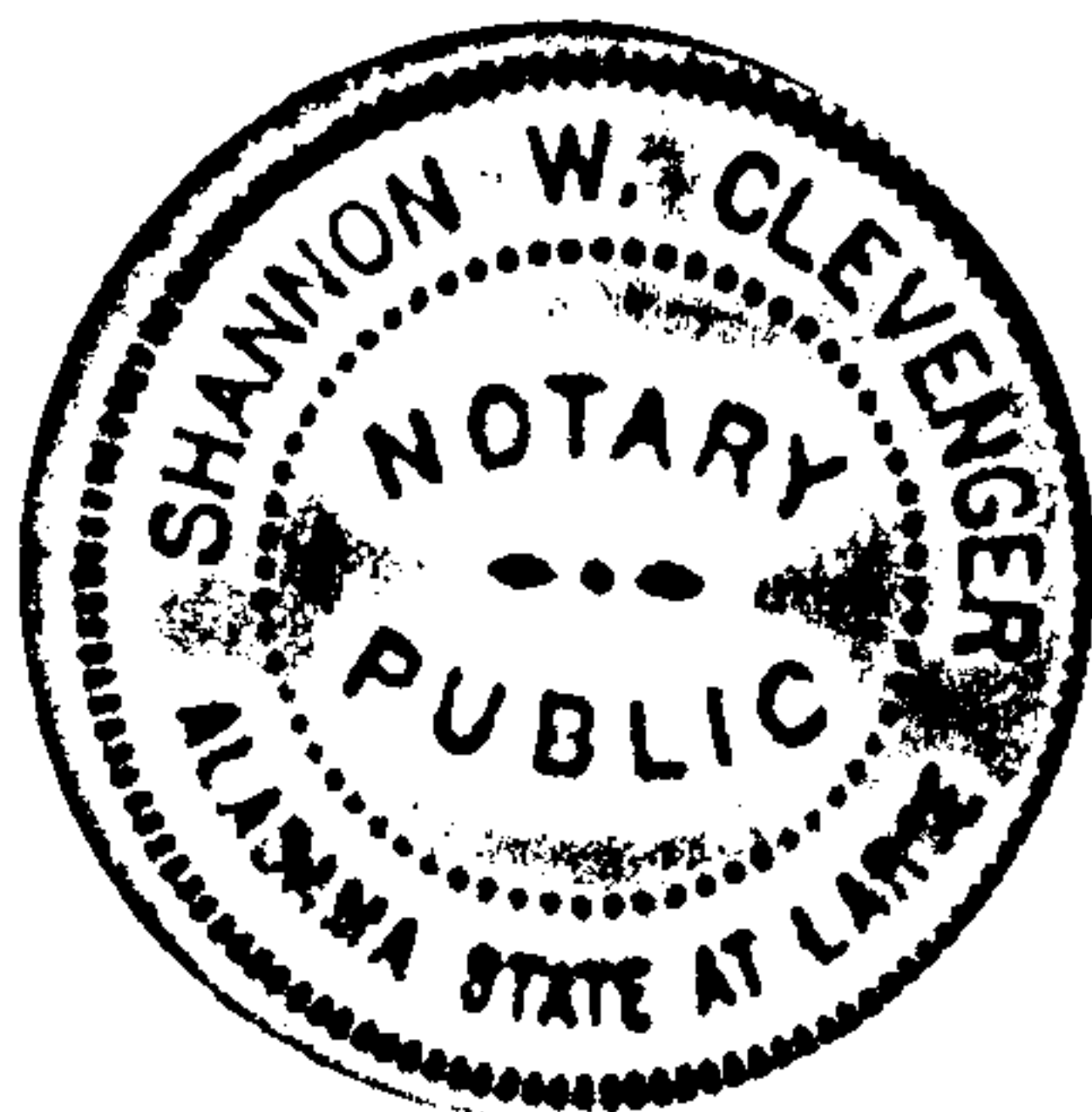

Chris Causey


STATE OF ALABAMA)
JEFFERSON COUNTY)

Before me, the undersigned Notary Public in and for said County in said State, on this day personally appeared Chris Causey, whose name is signed to the foregoing Articles of Incorporation, and being duly sworn and deposed has said that the matters and statements contained in said Articles of Incorporation are true and correct to the best of his knowledge, information and belief.

Given under my hand and official seal, this 22nd day of July 2016.


Notary Public
My Commission Expires: 7/29/2016




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John H. Merrill
Secretary of State

P.O. Box 5616
Montgomery, AL 36103-5616

STATE OF ALABAMA

I, John H. Merrill, Secretary of State of Alabama, having custody of the Great and Principal Seal of said State, do hereby certify that

pursuant to the provisions of Title 10A, Chapter 1, Article 5, Code of Alabama 1975, and upon an examination of the entity records on file in this office, the following entity name is reserved as available:

Iron City Staffing Inc

This name reservation is for the exclusive use of Chris Causey, 123 High Hampton Drive, Pelham, AL 35124 for a period of one year beginning July 22, 2016 and expiring July 22, 2017

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In Testimony Whereof, I have hereunto set my hand and affixed the Great Seal of the State, at the Capitol, in the city of Montgomery, on this day.

July 22, 2016

Date

A handwritten signature in black ink that reads 'John H. Merrill'.

John H. Merrill

Secretary of State