

STATE OF ALABAMA)
COUNTY OF SHELBY)

CERTIFICATE OF FORMATION

OF

PBS PEO SERVICES, LLC

The undersigned, for the purpose of forming a limited liability company under Title 10A, Chapter 5A of the Code of Alabama (1975), as amended (the "Alabama Limited Liability Company Law of 2014"), hereby file the following Certificate of Formation with the probate judge of the county in which the initial registered agent of the limited liability company will be located and affirm that the facts stated in this Certificate of Formation are true and correct:

ARTICLE I

The name of the limited liability company is PBS PEO Services, LLC (the "Company").

ARTICLE II

The location and mailing address of the initial registered office of the Company shall be 1121 Riverchase Office Road, Birmingham, Alabama 35244. The initial registered agent for service of process at the foregoing address shall be David R. King.

ARTICLE III

There is at least one member of the limited liability company.

ARTICLE IV

The members of the Company shall have no liability for any debt, obligation, or liability of the Company, as provided in the Alabama Limited Liability Company Law of 2014.


IN WITNESS WHEREOF, the undersigned Organizer has executed this Certificate of Formation this the 13th day of October, 2016.



David R. King

This instrument prepared by:

Gary W. Lee, Esq.
Wallace, Jordan, Ratliff & Brandt, LLC
800 Shades Creek Parkway, Suite 400
Birmingham, Alabama 35209
205.874.0555


20161014000378330 1/2 \$159.00
Shelby Cnty Judge of Probate, AL
10/14/2016 03:04:10 PM FILED/CERT

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:

PBS PEO SERVICES, LLC

This name reservation is for the exclusive use of David R. King, 1121 Riverchase Office Road, Birmingham, AL 35244 for a period of one year beginning October 13, 2016 and expiring October 13, 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.

October 13, 2016

Date

J. H. Merrill

John H. Merrill

Secretary of State