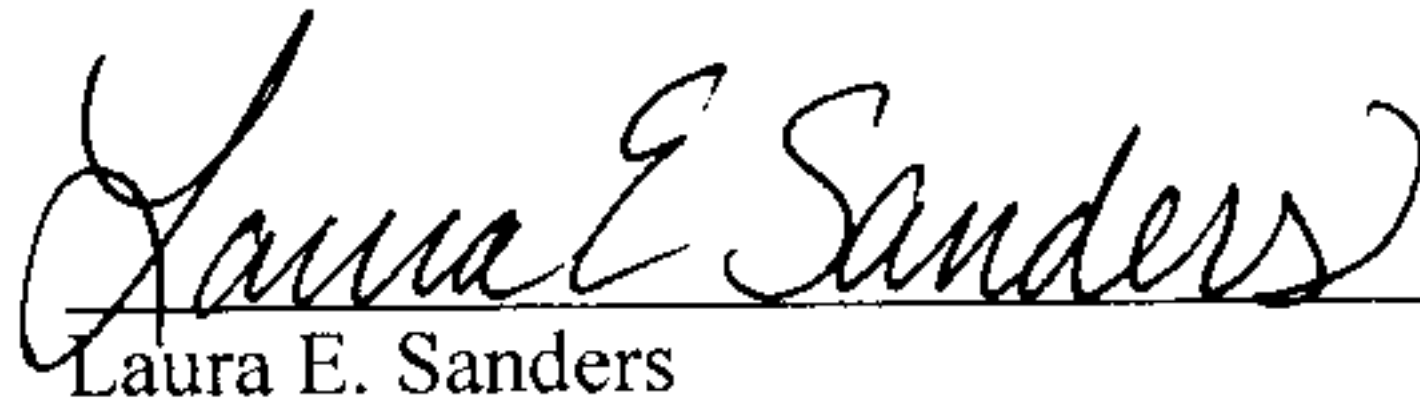


**CERTIFICATE OF FORMATION
OF
STRATEGIC STAFFING SOLUTIONS, LLC**

For the purpose of forming a limited liability company under the Alabama Limited Liability Company Law of 2014 and any act amendatory thereof, supplementary thereto or substituted therefor, the undersigned does hereby sign and adopt this Certificate of Formation, and, upon filing for record of this Certificate of Formation in the office of the Judge of Probate of Shelby County, Alabama, the existence of a limited liability company (hereinafter referred to as the "Company"), under the name set forth below shall commence.

1. The name of the Company shall be Strategic Staffing Solutions, LLC.
2. There is at least one member of the Company.
3. The location and mailing address of the initial registered office of the Company shall be 157 Bristol Lane, Birmingham, Alabama 35242. The initial registered agent at such address shall be Bettie Ellington.
4. The Company may have one or more series of assets subject to the limitations provided in Section 11.02(a) of the Law.

IN WITNESS WHEREOF, the undersigned organizer has caused this Certificate of Formation to be duly executed, on this the 15 day of September, 2017.



Laura E. Sanders

THIS INSTRUMENT PREPARED BY:
Laura E. Sanders
Maynard, Cooper & Gale, P.C.
2400 Regions/Harbert Plaza
1901 Sixth Avenue North
Birmingham, Alabama 35203-2618
(205) 254-1000

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:

Strategic Staffing Solutions, LLC

This name reservation is for the exclusive use of Maynard, Cooper & Gale, P.C.,
1901 Sixth Avenue North, Birmingham, AL 35203 for a period of one year
beginning September 15, 2017 and expiring September 15, 2018



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Shelby Cnty Judge of Probate, AL
09/20/2017 08:42:24 AM FILED/CERT



RES771845

**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.**

September 15, 2017

Date

J. H. Merrill

John H. Merrill

Secretary of State