

STATE OF ALABAMA]  
COUNTY OF SHELBY]

**AMENDED AND RESTATED**  
**ARTICLES OF ORGANIZATION**  
**OF**  
**THE E GROUP, L.L.C.**

WHEREAS, The E Group, LLC was formed as a limited liability company under the laws of the State of Alabama, specifically, the Alabama Limited Liability Act and any act amendatory thereof, supplementary thereto or substituted therefor (hereinafter referred to as the "Act"), on January 10, 2000 by way of filing its Articles of Organization in the Probate Records Office of Shelby County, Alabama; and

WHEREAS, the undersigned make up all the current Members of the LLC; and

WHEREAS, the undersigned Members of the LLC desire to amend and restate the original Articles of Organization of the LLC;

NOW, THEREFORE, the undersigned Members hereby agree to amend and restate the Articles of Organization of The E Group, LLC as follows:

**ARTICLE I**

**NAME**

- 1.1 The name of the Company shall be The E Group. L.L.C.

**ARTICLE II.**

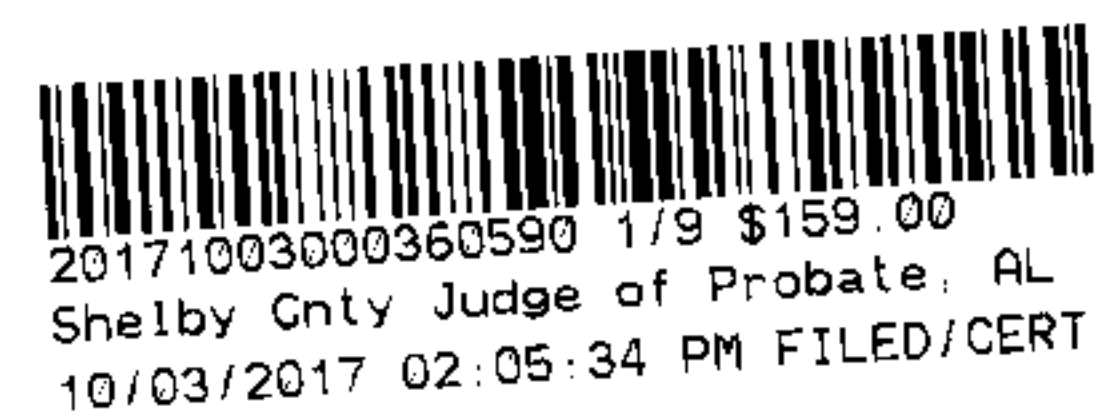
**PERIOD OF DURATION**

- 2.1 The duration of the Company shall be sixty-five (65) years.

**ARTICLE III.**

**PURPOSES, OBJECTS AND POWERS**

- 3.1 The purposes and objects and powers of the Company are:
- (a) To engage in any lawful business, act or activity for which a company may be organized under the Act, it being the purpose and intent of this Article III to invest the Company with the broadest purposes, objects and powers lawfully permitted a company formed

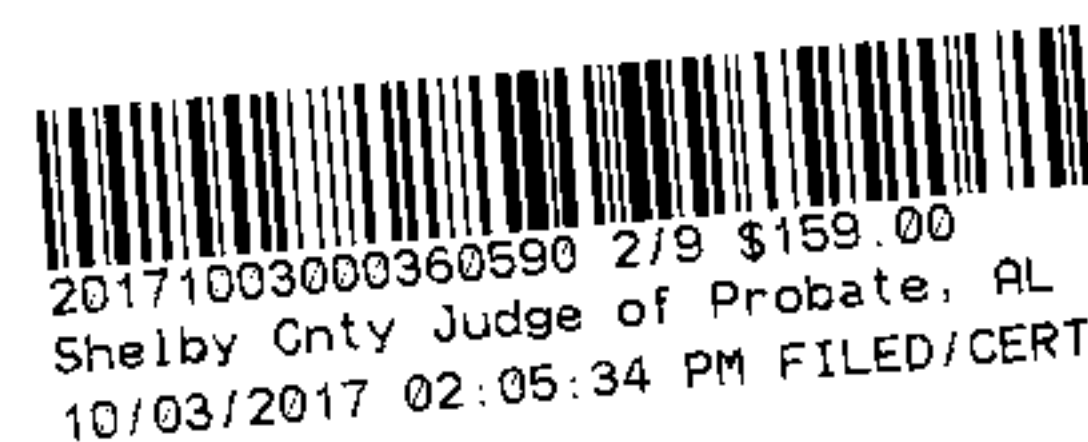


under the Act.

(b) To carry 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 companies by the laws of the State of Alabama

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

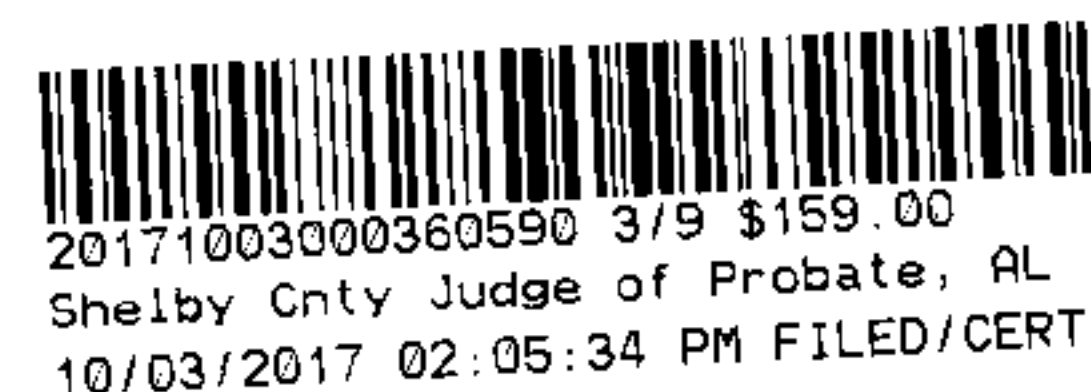
- (1) To engage in the business of finding and placing potential employees with potential employers;
- (2) To have and to exercise any and all of the powers specifically granted in the limited liability company laws of the State of Alabama, none of which shall be deemed to be inconsistent with the nature, character or object of the Company, and none of which are denied to it by these Articles of Organization;
- (3) To build, manufacture or otherwise process or produce; to acquire, own, manage, operate, improve or deal with; to sell, lease, mortgage, pledge, distribute or otherwise deal in and dispose of, property of every kind and wheresoever situated;
- (4) To purchase, lease, or otherwise acquire any interest in the properties and rights of any person, firm, company or governmental unit; to pay for the same in cash, in shares of stock, bonds, or other securities, evidences of indebtedness or property of this Company or of any other person, firm, company or governmental unit;
- (5) To be a promoter or incorporator, to subscribe for, purchase, deal in and dispose of any stock, bond, obligation or other security, of any person, firm, company, or governmental unit, and while the owner and holder thereof to exercise all rights of possession and ownership;
- (6) To purchase or otherwise acquire (including, without limitation, to purchase its own shares or membership interest to the extent of unreserved and unrestricted capital surplus available therefor) to the fullest extent permitted by the Act, and to sell, pledge or otherwise deal in or dispose of shares of



its own stock, bonds, obligations, other securities, or membership interest; or borrow money from any person, firm, company (business, public or non-profit), or governmental unit and secure any debt by mortgage or pledge of any property of the Company; to make contracts, guarantees, and indemnity agreements and incur liabilities and issue its notes if not inconsistent with the provisions of the Constitution of Alabama as the same may be amended from time to time.

- (7) To lend money, or aid or extend credit to, or use its credit to assist, any person, firm, company (business, public or non-profit), or governmental unit including, without limitation, its employees and directors and those of any subsidiary, in accordance with the Act;
- (8) To guarantee any indebtedness and other obligations of, and to lend its aid and credit to any person, firm, company (business, public or non-profit), or governmental unit, and to secure the same by mortgage or pledge of, or security interest in, any property of the Company;
- (9) To consolidate, merge or otherwise recognize in any manner permitted by law: to engage in one or more partnerships and joint ventures as general or limited partner;
- (10) To elect or appoint officers and agents and define their duties and fix their compensation; to pay pensions and establish pension plans, pension trusts, profit sharing plans, and other incentive or deferred compensation plans for any or all of its directors officers and employees;
- (11) To make donations for the public welfare or for charitable, scientific, or educational purposes: to transact any lawful business which the Board of Directors shall find to be in aid of governmental policy;

3.2 All words, phrases and provisions appearing in this Article III 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.



**ARTICLE IV.**

**REGISTERED OFFICE AND REGISTERED AGENT**

- 4.1 The location and mailing address of the registered office of the Company shall be 31 Inverness Center Pkwy; Ste 415, Birmingham, Alabama, 35242.
- 4.2 The registered agent at such address shall be Holley Ellis.

**ARTICLE V.**

**CURRENT MEMBERS**

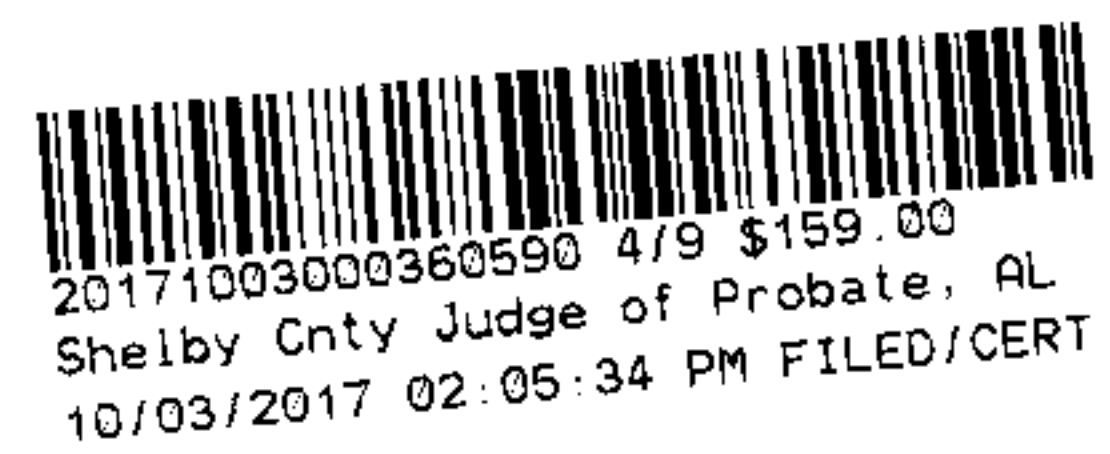
- 5.1 The names and mailing addresses of the current members of the Company are as follows:

<u>NAME</u>	<u>ADDRESS</u>
Holley Ellis	31 Inverness Center Pkwy; # 415, Birmingham, Alabama 35242
Scott D. Ellis	31 Inverness Center Pkwy; # 415, Birmingham, Alabama 35242

**ARTICLE VI.**

**ADMISSION OF ADDITIONAL MEMBERS**

- 6.1 From and after the date of the formation of the Company, any person or entity acceptable to the Members by their unanimous vote thereof may become a Member in this Company either by the issuance by the Company of membership interests for such consideration as the Members by their unanimous votes shall determine, or as a transferee of a Member's membership interest or any portion thereof as approved by the Members by their unanimous vote, subject to the terms and conditions of these Articles of Organization.





- 6.2 The new members of the limited liability company which have been approved in accordance with Section 6.1, shall sign an Operating Agreement with the Members of the Limited Liability Company. The Operating Agreement may contain any provisions for the regulation of the business and for the conduct of the affairs of the Company, the Members not inconsistent with the Act or these Articles of Organization. The power to alter, amend, or repeal the Operating Agreement or adopt new Operating Agreement shall be vested in the Members, which power may be exercised in the manner and to the extent provided in the Operating Agreement.

## **ARTICLE VII.**

### **DISSOCIATION, DISSOLUTION AND TERMINATION**

- 7.1 A person shall cease to be a Member of the Company upon the occurrence of any event specified in Section 10-12-36(b) of the Code of Alabama (1993) (a "Dissociation Event").
- 7.2 The Company shall be dissolved upon the occurrence of any of the following events:
- (a) by the unanimous written agreement of all Members; or
  - (b) death of all members within a ninety day period.

## **ARTICLE VIII.**

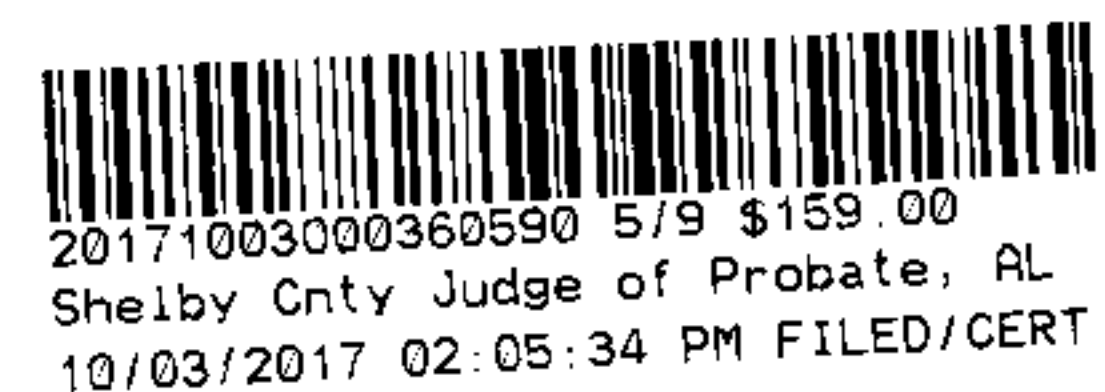
### **MANAGEMENT**

- 8.1 The Company shall be managed by Holley Ellis.

## **ARTICLE IX.**

### **INTERNAL AFFAIRS**

- 9.1 The business and affairs of the Company shall be managed by Holley.Ellis.
- 9.2 Any contract or other transaction which is fair and reasonable to the Company between the Company and one or more of its Members, or between the Company and any firm of which one or more of its Members are members or employees, or in which they are financially interested, or



between the Company and any company or association of which one or more of its Members are shareholders, members, directors, officers, or employees, or in which they are financially interested, shall be valid for all purposes, notwithstanding the presence of the person at the meeting of the Members of the Company or any committee thereof the acts upon, or in reference to, the contract or transaction if either (a) the fact of such interest shall be disclosed or known to the Members, or such committee, as the case may be, and the Members or such committee shall, nevertheless, authorize or ratify the contract or transaction or (b) the fact of such relationship or interest disclosed to the shareholders entitled to vote, and they authorize, approve or ratify such contract or transaction by vote or written consent. The interested Members shall not be counted in determining whether a quorum is present and shall not be entitled to vote on such authorization or ratification. This section shall not be construed to invalidate any contract that would otherwise be valid under the common and statutory law applicable to it. Each and every person who may become a Member of the Company is hereby relieved from any liability that might otherwise arise by reason of his contracting with the Company for the benefit of any firm or company in which he may be in any way interested.

- 9.3 The Company reserves the right from time to time to amend, alter or repeal each and every provision contained in these Articles of organization, 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 the Members at any time are granted subject to this reservation.

## ARTICLE X.

### INDEMNIFICATION

- 10.1 In amplification, and not in limitation, of applicable provisions of the Act and other provisions of Alabama law:

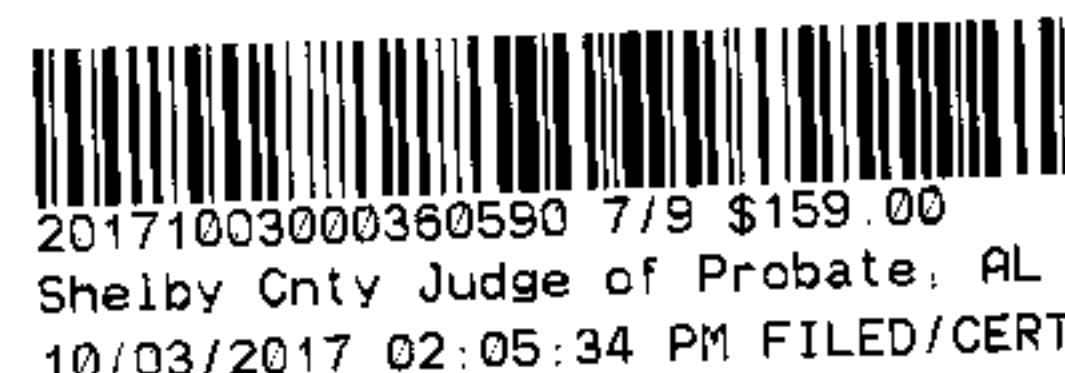
- (a) The Company shall indemnify any person who was or is a party or is threatened to be made a party to any threatened, pending or completed claim, action, suit, or proceeding, whether civil, criminal, administrative or investigative, including appeals (other than an action by or in the right of the Company), by reason of the fact that he is or was a member, officer, employee or agent of the Company, or is or was serving at the request of the Company as a director, officer, partner, employee or agent of another company, partnership, joint venture, trust or other enterprise, (including attorneys' fees), judgments, fines and amounts paid in settlement actually and reasonably incurred by him in connection with such claim, action, suit or proceeding if he acted in

good faith and in a manner he or she reasonably believed to be in, or not opposed to, the best interests of the Company, and, with respect to any criminal action or proceeding, *had* no reasonable cause to believe his conduct was unlawful. The termination of any claim, action, suit or proceeding by judgment, order, settlement, conviction, or upon a plea of nolo contendere or its equivalent, shall not, of itself, create a presumption that the person did not act in good faith and in a manner which he reasonably believed to be in, or not opposed to, the best interests of the Company, and, with respect to any criminal action or proceeding, had reasonable cause to believe that his conduct was unlawful.

- (b) The Company shall indemnify any person who was or is a party or is threatened to be made a party to any threatened, pending or completed, action or suit by or in the right of the Company to procure a judgment in its favor by any reason of the fact that he is or was a member, officer, employee or agent of the Company, or is or was serving at the request of the Company as a director, officer, partner, member, employee or agent of another company, partnership, joint venture, trust or other enterprise against expenses (including attorneys' fees) actually and reasonably incurred by him or her in connection with the defense or settlement of such action or suit if he or she acted in good faith and in a manner he or she reasonably believed to be in, or not opposed to, the best interests of the Company, and except that no indemnification shall be made in respect of any claim, issue or matter as to which such person shall have been adjudged to be liable for such negligence or misconduct in the performance of his duty to the Company unless and only to the extent that the court in which such action or suit was brought shall determine upon application that despite the adjudication of liability but in view of all circumstances of the case, such person is fairly and reasonably entitled to indemnify for such expenses which such court shall deem proper.

10.2 To the extent that a member, officer, employee or agent of the Company has been successful on the merits or otherwise in defense of any action, suit or proceeding referred to in Section 10.1, or in defense of any claim issue or matter therein, he shall be indemnified against expenses (including attorneys' fees) actually and reasonably incurred by him or her in connection therewith, notwithstanding that he has not been successful on any other claim, issue or matter in any such action, suit or proceeding.

10.3 Any indemnification under Section 10.1 (unless ordered by a court) shall be made by the Company only as authorized in the specific case upon a determination that indemnification of the member, officer, employee or agent is proper in the circumstances because he has met the applicable standard of conduct set forth in Section 10.1. Such determination shall be made (1) by the Members by a majority vote of a quorum consisting of members who were not parties to, or who have been wholly successful on, the merits or otherwise





with respect to such claim, action, suit or proceeding, or (ii). if such a quorum is not obtained, or even if obtainable, a quorum of disinterested Members so directs, by independent legal counsel in a written opinion, or (iii). by the Members.

10.4 Expenses (including attorneys' fees) incurred in defending a civil or criminal claim, action, suit or proceeding may be paid by the Company in advance of the final disposition of such claim, action, suit or proceeding as authorized in the manner provided in Section 10.4 upon receipt of an undertaking by or on behalf of the member, officer, employee or agent to repay such amount if, and to the extent that, it shall ultimately *be* determined that he is not entitled to be indemnified by the Company as authorized in this Article.

10.5 The indemnification authorized by this Article shall not be deemed exclusive of, and shall be in addition to, any other rights to which those indemnified may be entitled under any statute, rule of law, provision of articles of organization, operating agreement, other agreement, vote of Members or otherwise, both as to action in his official capacity and as to action in another capacity while holding such office, and shall continue as to a person who has ceased to be a manager, officer, employee or agent and shall inure to the benefit of the heirs, executors and administrators of such a person.

10.6 The Company shall have power to purchase and maintain insurance on behalf of any person who is or was a manager, officer, employee or agent of the Company, or is or was serving at the request of the Company as a director, officer, partner, member, employee or agent of another company, partnership, joint venture, trust or other enterprise against any liability asserted against him in any such capacity or arising out of his status as such, whether or not the Company would have the power to indemnify him or her against such liability under the provisions of this Article X.

**SIGNATURES TO FOLLOW ON PAGE 9 OF 9**





IN TESTIMONY WHEREOF, witness the hand and seal of the undersigned members on this the 2 day of October 2017.

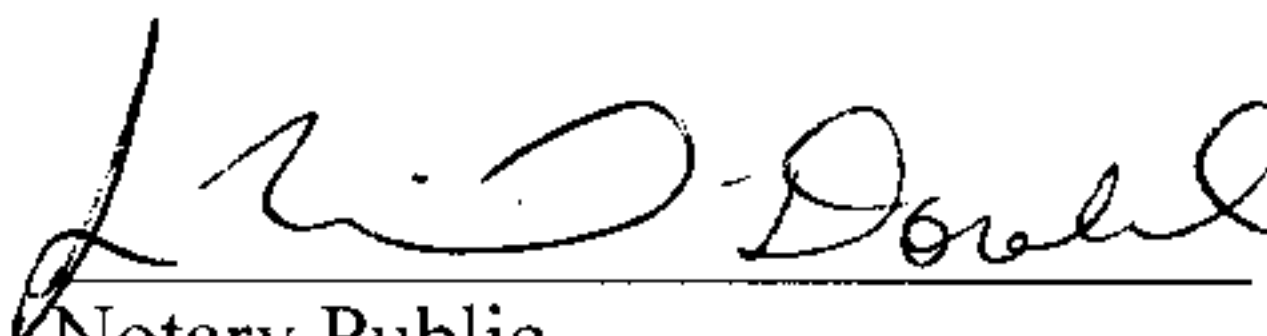
  
Holley Ellis, Member

  
Scott D. Ellis, Member


**STATE OF ALABAMA}**  
**COUNTY OF JEFFERSON}**

I, the undersigned, a Notary Public in and for said County and said State, hereby certify that SCOTT D. ELLIS and HOLLEY ELLIS, whose names are signed as a Member to the foregoing Amended and Restated Articles of Organization and who are known to me, acknowledged before me on this day that, being duly informed of the contents of said Articles, that same are executed voluntarily by each on the day and year first above written.

Subscribed and sworn to before me on this the 2 day of October 2017.

  
Notary Public

**My Commission Expires:**  
**January 26, 2020**

  
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Shelby Cnty Judge of Probate, AL  
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