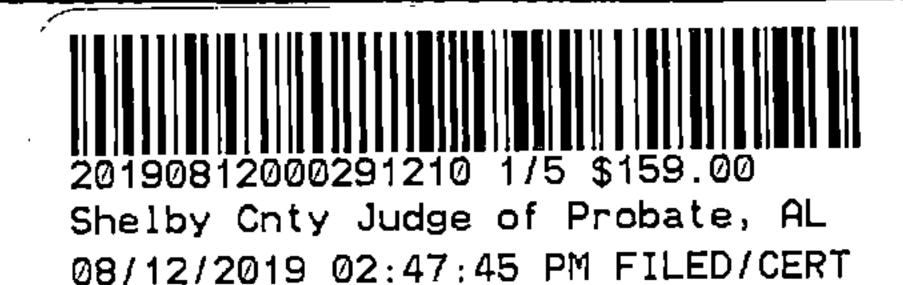
STATE OF ALABAMA

DOMESTIC LIMITED LIABILITY COMPANY (LLC) CERTIFICATE OF FORMATION

PURPOSE: In order to form a limited liability company (LLC) under Section 10A-5A-2.01 of the <u>Code of Alabama 1975</u> this Certificate Of Formation and the appropriate filing fees must be filed with the Office of the Judge of Probate in the county where the entity's initial registered office is located. The information required in this form is required by Title 10A.

INSTRUCTIONS: Mail one (1) signed original and two (2) copies of this completed form and the appropriate filing fees to the Office of the Judge of Probate in the county where the limited liability company's (LLC) registered office is/will be



(For County Probate Office Use Only)

located. Contact the Judge of Probate's Office to determine the county filing fees. Make a separate check or money order payable to the Secretary of State for the state filing fee of \$100.00 for standard filing (based on date of receipt and volume) or \$200.00 for expedited service (processed within twenty four (24) hours after date of receipt from the County Probate Office) and the Judge of Probate's Office will transmit the fee along with a certified copy of the Certificate to the Office of the Secretary of State within 10 days after the Certificate is filed. Your notification of filing was provided by the Probate Judge's Office via a stamped copy which is evidence of existence (if it is certified by the Probate Office) according to 10A-1-4.04(c) and the Secretary of State's Office does not send out a copy. You may pay the Secretary of State fees by credit card if the county you are filing in will accept that method of payment. Your entity will not be indexed if the credit card does not authorize and will be removed from the index if the check is dishonored (\$30.00 fee).

The information completing this form must be typed (for your convenience the information is fill-able on this computer form on the website above).

- 1. The name of the limited liability company (must contain the words "Limited Liability Company" or the abbreviation "L.L.C." or "LLC," and comply with <u>Code of Alabama</u>, Title 10A-1-5.06. You may use Professional or Series before Limited Liability Company if they apply or you may use those abbreviations): STS Human Resources Consulting, LLC
- 2. A copy of the Name Reservation certificate from the Office of the Secretary of State must be attached and the name reserved must agree with item 1 above [proves name reservation under 10A-1-4.02(f)].

This form was prepared by: (type name and full address)
Sharon Spears
407 Sweet Leaf Lane
Alabaster, AL 35114

(For SOS Office Use Only)

DOMESTIC LIMITED LIABILITY COMPANY (LLC) CERTIFICATE OF FORMATION 3. The name of the Registered Agent located at the Registered Office (only one agent):

J.	The name of the Registered Agent focated at the Registered Office (only one agent).			
	Sharon Spears			
	Street (No PO Boxes) address of Registered Office (must be located in Allabama):			
	407 Sweet Leaf Lane Alabaster, AL 35114			
	Mailing address in Alabama of Registered Office (if different from street address):			
4.	The undersigned certify that there is at least one member of the limited liability company.			
5.	Check only if the type applies to the Limited Liability Company being formed:			
	Series LLC complying with Title 10A, Chapter 5A, Article 11			
	Professional LLC complying with Title 10A, Chapter 5A, Article 8			
	Non-Profit LLC complying with 10A-5A-1.04(c)			
6.	The filing of the limited liability company is effective immediately on the date filed by the Judge of Probate or at the delayed filing date (cannot be prior to the filing date) specified in this filing. 10A-1-4.12			
	The undersigned specify / as the effective date (must be on or after the date filled in the office of the county Judge of Probate but no later than the 90th day after the date this instrument was signed) and the time of filing to be : AM or PM. (cannot be moon or midnight = 12:00)			
mu	Attached are any other matters the members determine to include herein (if this item is checked there ast be attachments with the filing).			
	S_{00} S_{20}			
Da	08 / 06 / 2019			
	Sharon Spears			
	Typed Name of Above Signature			
	Organizer			
	Typed Title (Organizer or Attorney-in-fact)			
Ac	lditional Organizers/Attorney-in-facts may sign (add additional sheets if necessary).			

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20190812000291210 2/5 \$159.00 Shelby Cnty Judge of Probate, AL

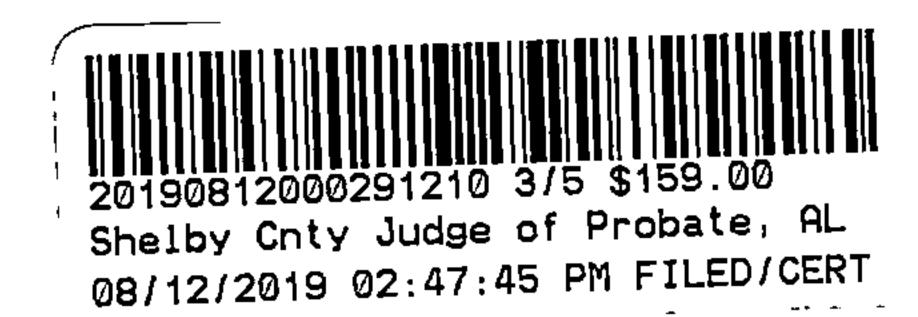
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LLC Cert of Formation - 01/2019



STATE OF ALABAMA

DOMESTIC LIMITED LIABILITY COMPANY (LLC)
CERTIFICATE OF FORMATION



FOR COUNTY PROBATE OFFICE USE ONLY)

	(FOR COUNTY PROBATE OFFICE USE ONLY)
1. THE NAME OF THE LIMITED LIABILITY COMPANY	
STS Human Resources Consulting, LLC	
2. THIS FORM WAS PREPARED BY:	
Sharon Spears	
3. THE NAME AND STREET (NO PO BOXES) ADDRESS OF THE REGISTERED AGENT LOCA IN ALABAMA):	ATED AT THE REGISTERED OFFICE (MUST BE LOCATED
Sharon Spears	
407 Sweet Leaf Lane	
Alabaster, AL 35114 SHELBY	
MAILING ADDRESS IN ALABAMA OF REGISTERED OFFICE (IF DIFFERENT FROM STREET	ADDRESS):
4. THE UNDERSIGNED CERTIFY THAT THERE IS AT LEAST ONE MEMBER OF THE LIMITED 5. CHECK ONLY IF THE TYPE APPLIES TO THE LIMITED LIABILITY COMPANY BEING FORM	
NON-PROFIT LLC	
NON-PROFIT SERIES LLC	
PROFESSIONAL SERIES LLC	
PROFESSIONAL LLC COMPLYING WITH TITLE 10A, CHAPTER 5A, ARTICLE 8	(FOR SOS OFFICE USE ONLY)
SERIES LLC COMPLYING WITH TITLE 10A, CHAPTER 5A, ARTICLE 11	



20190806000011278

6. THE UNDERSIGNED	SPECIFY 08/06/2019 10:02:57	AS THE EFFECTIVE DATE AND THE TIME OF FILING
ATTACHED	ARE ANY OTHER MATTERS THE	E MEMBERS DETERMINE TO INCLUDE HEREIN
7. ORGANIZER(S) - OP	TIONAL	
Not Applicable		
	08/06/2019	Sharon Spears Owner
	DATE	ELECTRONIC SIGNATURE & TITLE

20190812000291210 4/5 \$159.00 Shelby Cnty Judge of Probate, AL 08/12/2019 02:47:45 PM FILED/CERT John H. Merrill Secretary of State P.O. Box 5616 Montgomery, AL 36103-5616

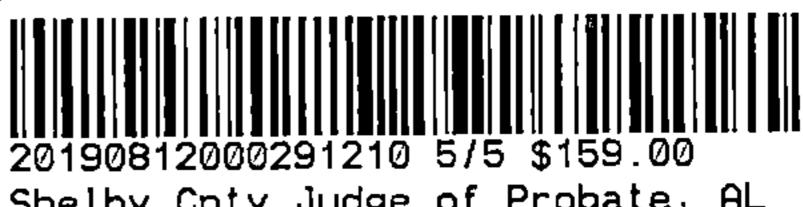
STATE OF ALABAMA

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:

STS Human Resources Consulting, LLC

This name reservation is for the exclusive use of Sharon Spears, 407 Sweet Leaf Lane, Alabaster, AL 35114 for a period of one year beginning August 06, 2019 and expiring August 06, 2020



20190812000291210 5/5 \$159.00 Shelby Cnty Judge of Probate, AL 08/12/2019 02:47:45 PM FILED/CERT

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.

August 06, 2019

Date

X W. M.

RES849899

John H. Merrill

Secretary of State