

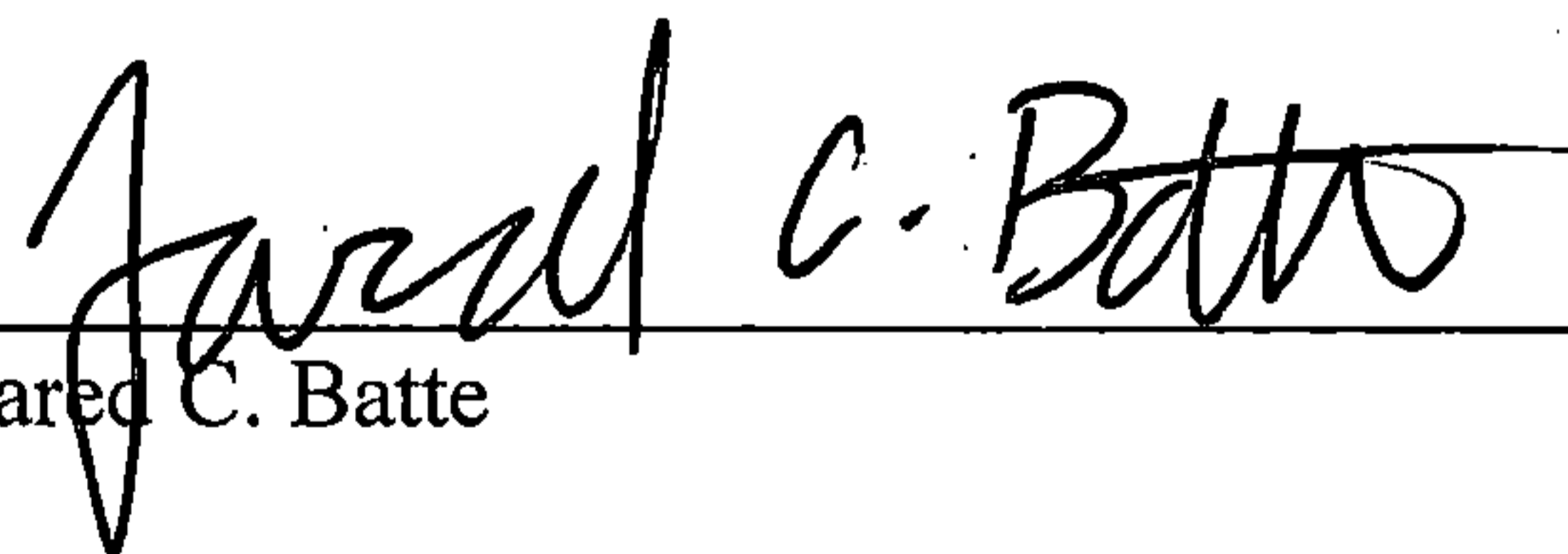
**CERTIFICATE OF FORMATION
OF
WORKFORCE RESIDENTIAL, LLC**

Pursuant to the provisions of the Alabama Limited Liability Company Law, the undersigned organizer hereby files this Certificate of Formation as follows:

1. The name of the limited liability company is Workforce Residential, LLC (the "Company").
2. The location and mailing address of the initial registered office of the Company is 22 Inverness Center Parkway – Suite 222, Birmingham, Alabama 35242.
3. The name of the Company's initial registered agent at that address is Josh Mandell.
4. There is at least one member of the Company.
5. Subject to the limitations set forth in the Company's Limited Liability Company Agreement, in order to carry out the purpose of the Company, the Company shall have all of the powers conferred on limited liability companies by the laws of the State of Alabama.
6. The regulation of the internal affairs of the Company shall be governed by the Limited Liability Company Agreement of the Company, as it may be amended from time to time.

The undersigned, acting as the organizer and initial manager of the Company, executes this Certificate of Formation as of the 12th day of November, 2020.

ORGANIZER:



Jared C. Batte

This instrument prepared by:
Jared C. Batte, Esq.
Bradley Arant Boult Cummings LLP
1819 Fifth Avenue North
Birmingham, AL 35203-2104
(205) 521-8000



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Shelby Cnty Judge of Probate, AL
11/16/2020 12:25:14 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:

Workforce Residential, LLC

This name reservation is for the exclusive use of Josh Mandell, 22 Inverness Center Parkway - Suite 222, Birmingham, AL 35242 for a period of one year beginning October 13, 2020 and expiring October 13, 2021

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, 2020

Date

RES909994

John H. Merrill

Secretary of State