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Alison Lundergan Grimes
Kentucky Secretary of State
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**ARTICLES OF ORGANIZATION OF
INDUSTRIAL CRAFT LABOR, LLC**

The undersigned organizer hereby executes these Articles of Organization for the purpose of forming and does hereby form a limited liability company pursuant to KRS 14A and KRS 275 of the Commonwealth of Kentucky in accordance with the following provisions:

**ARTICLE I
NAME**

The name of the limited liability company is "Industrial Craft Labor, LLC."

**ARTICLE II
INITIAL PRINCIPAL OFFICE**

The mailing address of the initial principal office of the limited liability company in the Commonwealth of Kentucky is 14922 Landmark Drive, Louisville, Kentucky 40245.

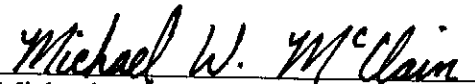
**ARTICLE III
INITIAL REGISTERED OFFICE AND REGISTERED AGENT**

The street address of the initial registered office of the limited liability company in the Commonwealth of Kentucky is 6008 Brownsboro Park Boulevard, Suite H, Louisville, Kentucky 40207, and the initial registered agent at that address is McClain DeWees, PLLC, c/o Michael W. McClain, Esq.

**ARTICLE IV
MANAGEMENT**

The affairs of the limited liability company are to be managed by its sole member, **Elisha Ballard**.

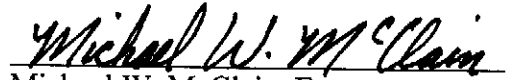
EXECUTED AND ACKNOWLEDGED by the undersigned this 11th day of June 2014.


Michael W. McClain, Organizer

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CONSENT OF REGISTERED AGENT

The undersigned hereby consents to serve as the initial registered agent on behalf of Industrial Craft Labor, LLC, as of this 11th day of June, 2014.



Michael W. McClain, Esq.
McClain DeWees, PLLC
6008 Brownsboro Park Blvd., Suite H
Louisville, KY 40207
Registered Agent