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Michael G. Adams
Kentucky Secretary of State
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**RESTATED
ARTICLES OF ORGANIZATION
OF
EQUUS LEADERSHIP SOLUTIONS LLC**

The undersigned hereby organizes a Kentucky limited liability company pursuant to Chapter 275 of the Kentucky Revised Statutes (the Kentucky Limited Liability Company Act) and adopts the following Restated Articles of Organization of such limited liability company:

ARTICLE I

Name of Limited Liability Company

The name of the limited liability company shall be EQUUS LEADERSHIP SOLUTIONS LLC.

ARTICLE II

Initial Registered Office and Initial Registered Agent

The name and street address of limited liability company's initial registered agent and office in Kentucky is Andrew D. Belcher, 229 Madison Square Drive, Suite 146, Madisonville, Kentucky 42431.

ARTICLE III

Initial Principal Office

The mailing address of the limited liability company's initial principal office is 229 Madison Square Drive, Suite 146, Madisonville, Kentucky 42431.

ARTICLE IV

Management and Initial Members

The limited liability company shall be managed by its members, who shall initially be Andrew D. Belcher, Damon Wayne Fleming, and Robert Roosevelt Carter III.

ARTICLE V

Duration

Unless dissolved in accordance with the Kentucky Limited Liability Act, the limited liability company shall have a perpetual duration.

ARTICLE VI

Purpose

The limited liability company is formed to engage in and perform any lawful business acts or activities allowed under the Kentucky Limited Liability Act.

ARTICLE VII

Voting and Number of Votes Required to do Business

The affirmative vote, approval, or consent of at least two-thirds (2/3) of the members, each member having a single vote, shall be required to decide any matter connected with the business affairs of the company.

ARTICLE VIII

Immunity From Personal Liability

No member, manager, employee, or agent of the limited liability company shall be personally liable by reason of being a member, manager, employee, or agent of the limited liability company, under a judgment, decree, or order of a court, agency, or tribunal of any type, or in any other manner, in this or any other state, or on any other basis, for a debt, obligation, or liability of the limited liability company, whether arising in contract, tort, or otherwise. The status of a person as a member, manager, employee, or agent of the limited liability company shall not subject the person to personal liability for the acts or omissions, including any negligence, wrongful act, or actionable misconduct, of any other member, manager, agent, or employee of the limited liability company.

ARTICLE IX

Indemnification

The limited liability company shall indemnify a member or manager for judgments, settlements, penalties, fines, or expenses incurred in a proceeding to which a person is a party because the person is or was a member or manager.

ARTICLE X

ALLOCATION OF PROFITS AND LOSSES AMONG THE MEMBERS

The profits and losses of the company shall be allocated in accordance with the terms of its operating agreement.

ARTICLE XI

Effective Date

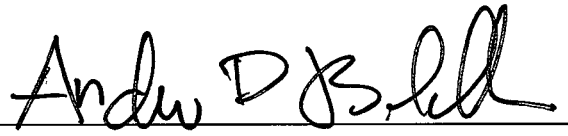
These Articles of Organization shall be effective upon filing.

ARTICLE XII

Certification of Adoption

The undersigned certifies that these Restated Articles of Organization were adopted by the members in accordance with the original Articles of Organization and Chapter 275 of the Kentucky Revised Statutes.

Dated this the 3rd day of July, 2023.



Andrew D. Belcher, Organizer

COMMONWEALTH OF KENTUCKY

COUNTY OF HOPKINS

Subscribed and sworn to before me by the Organizer, Andrew D. Belcher, on this the 3rd day of July, 2023.

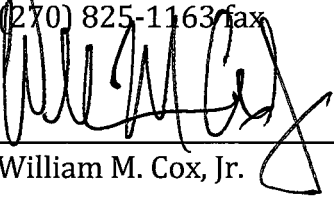
My commission expires February 26, 2025, and my notary identification number is

KYNP20752.



Notary Public - State At Large

Prepared By:
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William M. Cox, Jr.