KENTUCKY SECRETARY OF STATE P.O.BOX 718 FRANKFORT, KY 40602



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Certificate of Revocation

I, Alison Lundergan Grimes, Secretary of State of the Commonwealth of Kentucky, do hereby certify that according to the records in the Office of the Secretary of State,

Elements PEO Inc

did not file its 2018 annual report within sixty days after it was due. Accordingly, the Secretary of State revoked the corporation's authority to transact business in Kentucky on October 16, 2018.

IMPORTANT NOTICE

ELEMENTS PEO INC 1 N FRANKLIN ST STE 1875 CHICAGO IL 60606