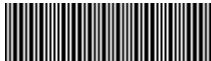


KENTUCKY SECRETARY OF STATE
P.O.BOX 718
FRANKFORT, KY 40602



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Revocation of Certificate of Authority

I, Michael G. Adams, Secretary of State of the Commonwealth of Kentucky, do hereby certify that according to the records in the Office of the Secretary of State,

IMPORTANT NOTICE

THE HAYS GROUP, INC.

did not file its 2022 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 4, 2022.

**THE HAYS GROUP, INC.
80 SOUTH 8TH STREET
SUITE 700
MINNEAPOLIS MN 55402**



Michael G. Adams

Secretary of State