

**Electronic Articles of Organization
For
Florida Limited Liability Company**

L18000208135
FILED 8:00 AM
August 30, 2018
Sec. Of State
cmwood

Article I

The name of the Limited Liability Company is:

FORENSIC EMPLOYMENT & COMPENSATION CONSULTANTS LLC

Article II

The street address of the principal office of the Limited Liability Company is:

413 WEST PALM DRIVE
LAKELAND, FL. 33803

The mailing address of the Limited Liability Company is:

3616 HARDEN BLVD
#230
LAKELAND, FL. 33803

Article III

Other provisions, if any:

THE FIRM PROVIDES LITIGATION SUPPORT FOR ATTORNEYS IN
MATTERS RELATING TO EXECUTIVE COMPENSATION, EXECUTIVE PAY
AND BENEFITS, OUTPLACEMENT, CAREER/VOCATIONAL ASSESSMENT,
EARNINGS CAPACITY, EMPLOYABILITY

Article IV

The name and Florida street address of the registered agent is:

THOMAS S TILGHMAN
413 WEST PALM DRIVE
LAKELAND, FL. 33803

Having been named as registered agent and to accept service of process for the above stated limited liability company at the place designated in this certificate, I hereby accept the appointment as registered agent and agree to act in this capacity. I further agree to comply with the provisions of all statutes relating to the proper and complete performance of my duties, and I am familiar with and accept the obligations of my position as registered agent.

Registered Agent Signature: THOMAS S. TILGHMAN

Article V

The name and address of person(s) authorized to manage LLC:

Title: MGR
TILGHMAN S THOMAS
413 WEST PALM DRIVE
LAKELAND, FL. 33803

Title: MGR
CHRISTOPHER S REECE
661 HIGHLAND AVENUE
NEEDHAM, MA. 02494

Title: MGR
RICHARD D SBARBARO
2215 YORK ROAD, SUITE 210
OAK BROOK, IL. 60523

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Article VI

The effective date for this Limited Liability Company shall be:

09/01/2018

Signature of member or an authorized representative

Electronic Signature: THOMAS S. TILGHMAN

I am the member or authorized representative submitting these Articles of Organization and affirm that the facts stated herein are true. I am aware that false information submitted in a document to the Department of State constitutes a third degree felony as provided for in s.817.155, F.S. I understand the requirement to file an annual report between January 1st and May 1st in the calendar year following formation of the LLC and every year thereafter to maintain "active" status.