

OFFICE OF THE SECRETARY OF STATE
OF THE STATE OF COLORADO

CERTIFICATE OF FACT OF GOOD STANDING

I, Jena Griswold, as the Secretary of State of the State of Colorado, hereby certify that,
according to the records of this office,

EMPLOYER'S HUMAN RESOURCES, INC.

is an entity formed or registered under the law of Oklahoma, has complied with all
applicable requirements of this office, and is in good standing with this office. This entity has
been assigned entity identification number 19971173080.

This certificate reflects facts established or disclosed by documents delivered to this office on
paper through 03/25/2019 that have been posted, and by documents delivered to this office
electronically through 03/26/2019 @ 11:22:25.

I have affixed hereto the Great Seal of the State of Colorado and duly generated, executed, and issued this
official certificate at Denver, Colorado on 03/26/2019 @ 11:22:25 in accordance with applicable law.
This certificate is assigned Confirmation Number 11474520.



Jena Griswold

Secretary of State of the State of Colorado

*****End of Certificate*****

Notice: A certificate issued electronically from the Colorado Secretary of State's Web site is fully and immediately valid and effective. However, as an option, the issuance and validity of a certificate obtained electronically may be established by visiting the Validate a Certificate page of the Secretary of State's Web site, <http://www.sos.state.co.us/biz/CertificateSearchCriteria.do> entering the certificate's confirmation number displayed on the certificate, and following the instructions displayed. Confirming the issuance of a certificate is merely optional and is not necessary to the valid and effective issuance of a certificate. For more information, visit our Web site, <http://www.sos.state.co.us/> click "Businesses, trademarks, trade names" and select "Frequently Asked Questions."