DOC ID ----> 201808201294

DATE	DOCUMENT ID	DESCRIPTION	FILING	EXPED	CERT	COPY
04/05/2018	201808201294	FOREIGN FOR PROFIT CORPORATION - LICENSE (FLF)	99.00	0.00	0.00	0.00

Receipt

This is not a bill. Please do not remit payment.

ADVANTAGE RESOURCING AMERICA, INC.
201 EAST 4TH STREET, SUITE 800
CINCINNATI, OH 45202

STATE OF OHIO
CERTIFICATE

Ohio Secretary of State, Jon Husted

4158015

It is hereby certified that the Secretary of State of Ohio has custody of the business records for

HIRE THINKING, INC.

and, that said business records show the filing and recording of:

Document(s)	Document No(s):
FOREIGN FOR PROFIT CORPORATION - LICENSE	**201808201294**

Effective Date: 03/26/2018

Authorization to transact business in Ohio is hereby given, until surrender, expiration or cancellation of this license.

United States of America
State of Ohio
Office of the Secretary of State

Witness my hand and the seal of the Secretary of State at Columbus, Ohio this 5th day of April, A.D. 2018.

Jon Husted

Ohio Secretary of State

DOC ID ----> 201808201294

Form 530A Prescribed by:

JON HUSTED
Ohio Secretary of State

Date Electronically Filed: 3/26/2018

Toll Free: (877) SOS-FILE (877-767-3453) | Central Ohio: (614) 466-3910
www.OhioSecretaryofState.gov | *busserv@OhioSecretaryofState.gov*
File online or for more information: *www.OHBusinessCentral.com*

For screen readers, follow instructions located at this path.

Foreign For-Profit Corporation Application for License

Filing Fee: $99

(151-FLF)

Form Must Be Typed

The application is made to procure a ☉ Permanent License ☐ Temporary License (valid for six months)

Attach Certificate of Good Standing from the jurisdiction of formation (see instructions)

Name of Corporation: HIRE THINKING, INC.
(Name must match the name on the Certificate of Good Standing)

Assumed name under which the corporation will do business, if its corporate name is not available in Ohio
(Must attach "Resolution of Foreign Corporation to Qualify Under An Assumed Name" Form 591)

Under the Laws of the Jurisdiction of (Jurisdiction of Formation): DE (State) USA (Country)

Date of Incorporation in Jurisdiction of Formation: 1/29/2004 (Date of Incorporation)

The location of the principal office is:

201 EAST 4TH STREET, SUITE 800
Mailing Address

CINCINNATI (City) | OH (State) | USA (Country) | 45202 (ZIP Code)

If the principal office is located outside Ohio, provide a location in Ohio, if one exists.

Mailing Address

City | State | ZIP Code

A brief summary of the corporate purpose(s) to be exercised within Ohio

temporary employment services

Appointment of Agent

The corporation hereby appoints the following as its statutory agent upon whom process against the corporation may be served in Ohio.

NATIONAL REGISTERED AGENTS, INC.
Agent Name

4400 EASTON COMMONS WAY - SUITE 100
Mailing Address

COLUMBUS	OH	43219
City	State	ZIP Code

The entity above irrevocably consents to service of process on the agent listed above as long as the authority of the agent continues, and to service of process upon the Ohio Secretary of State if:

A. an agent is not appointed, or
B. an agent is appointed but the authority of that agent has been revoked, or
C. the agent cannot be found or served after the exercise of reasonable diligence.

Pursuant to Ohio Revised Code 1703.29(A), a foreign corporation may be required to pay an additional $250 fee if the application is being made to enable the corporation to prosecute or defend a legal action. Please see the Ohio Revised Code or Instructions for more information.

- [x] No, the corporation is not filing for this purpose and an additional fee is not included.
- [ ] Yes, the application is being filed for this purpose and the additional $250 fee is included with the filing fee.

If yes then:
Pursuant to Ohio Revised Code 1703.29 (B), a foreign corporation that began transacting business in Ohio **prior to 2009** without a license may be required to provide a certificate from the tax commissioner which states that the corporation has paid all franchise taxes which it should have paid had it qualified to do business in this state.

Did the corporation begin transacting business in Ohio prior to 2009 without obtaining a license?

- [ ] Yes, the Certificate of Tax Clearance from the tax commissioner is attached.
- [ ] No, the corporation began transacting business in 2009 or later, therefore, a Certificate of Tax Clearance is not required.

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Form 593 Prescribed by:

JON HUSTED
Ohio Secretary of State

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www.OhioSecretaryofState.gov | *busserv@OhioSecretaryofState.gov*
File online or for more information: *www.OHBusinessCentral.com*

Verified Oath to Submit Foreign Corporation Application for License

Form Must Be Typed

Kathryn Bernard
Name of Officer

, being first duly sworn, deposes and says that he/she is the

Secretary
Officer Title

of

Hire Thinking, Inc.
Corporation

the corporation described in the foregoing application, and that the statements contained in said application are and correct to the best of my knowledge and belief.

Name: Kathryn Bernard

Signature: Kathryn Bernard

Sworn before me and subscribed on this date (MM/DD/YYYY): 03/26/2018

NOTARY SEAL

Wendy Titelman
Notary Public

NOTARIAL SEAL
STATE OF OHIO

WENDY TITELMAN
Notary Public, State of Ohio
My Commission Expires 03-19-2023

DOC ID ----> 201808201294

Delaware

The First State

I, JEFFREY W. BULLOCK, SECRETARY OF STATE OF THE STATE OF DELAWARE, DO HEREBY CERTIFY "HIRE THINKING, INC." IS DULY INCORPORATED UNDER THE LAWS OF THE STATE OF DELAWARE AND IS IN GOOD STANDING AND HAS A LEGAL CORPORATE EXISTENCE SO FAR AS THE RECORDS OF THIS OFFICE SHOW, AS OF THE FOURTEENTH DAY OF MARCH, A.D. 2018.

AND I DO HEREBY FURTHER CERTIFY THAT THE ANNUAL REPORTS HAVE BEEN FILED TO DATE.

AND I DO HEREBY FURTHER CERTIFY THAT THE SAID "HIRE THINKING, INC." WAS INCORPORATED ON THE TWENTY-NINTH DAY OF JANUARY, A.D. 2004.

AND I DO HEREBY FURTHER CERTIFY THAT THE FRANCHISE TAXES HAVE BEEN PAID TO DATE.

Jeffrey W. Bullock, Secretary of State

3758405 8300

SR# 20181919987

Authentication: 202320797

Date: 03-14-18

You may verify this certificate online at corp.delaware.gov/authver.shtml