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Date:	04/24/2007
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Delaware

PAGE 1

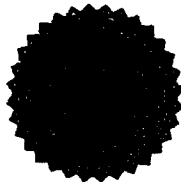
The First State

I, HARRIET SMITH WINDSOR, SECRETARY OF STATE OF THE STATE OF DELAWARE DO HEREBY CERTIFY THAT THE ATTACHED IS A TRUE AND CORRECT COPY OF THE CERTIFICATE OF CONVERSION OF A MICHIGAN GENERAL PARTNERSHIP UNDER THE NAME OF "RGIS INVENTORY SPECIALISTS" TO A DELAWARE LIMITED LIABILITY COMPANY, CHANGING ITS NAME FROM "RGIS INVENTORY SPECIALISTS" TO "RGIS INVENTORY SPECIALISTS, LLC", FILED IN THIS OFFICE ON THE NINETEENTH DAY OF DECEMBER, A.D. 2005, AT 5:06 O'CLOCK P.M.

AND I DO HEREBY FURTHER CERTIFY THAT THE EFFECTIVE DATE OF THE AFORESAID CERTIFICATE OF CONVERSION IS THE FIRST DAY OF JANUARY, A.D. 2006.

4080225 8100V

051037764



Harriet Smith Windsor

Harriet Smith Windsor, Secretary of State

AUTHENTICATION: 4387007

DATE: 12-19-05

TRADEMARK
REEL: 003527 FRAME: 0724

State of Delaware
Secretary of State
Division of Corporations
Delivered 05:06 PM 12/19/2005
FILED 05:06 PM 12/19/2005
SRV 051037764 - 4080225 FILE

STATE OF DELAWARE
CERTIFICATE OF CONVERSION
FROM A PARTNERSHIP TO A
LIMITED LIABILITY COMPANY PURSUANT TO
SECTION 18-214 OF THE LIMITED LIABILITY ACT

1. The jurisdiction where the Partnership first formed is Michigan.
2. The jurisdiction immediately prior to filing this Certificate is Michigan.
3. The date the Partnership first formed was September 3, 1969.
4. The name of the Partnership immediately prior to filing this Certificate is RGIS Inventory Specialists.
5. The name of the Limited Liability Company as set forth in the Certificate of Formation is RGIS Inventory Specialists, LLC.
6. The effective date of this conversion, being a date subsequent to the filing of this certificate shall be January 1, 2006.

IN WITNESS WHEREOF, the undersigned has executed this Certificate on the 16
date of December, 2005.

By: 
Authorized Person

Name: Mark A. Panak, Vice President

STATE Co. of Conversion & Cert of Form RGIS Inventory Specialists LLC.doc

Delaware

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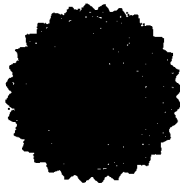
The First State

I, HARRIET SMITH WINDSOR, SECRETARY OF STATE OF THE STATE OF DELAWARE DO HEREBY CERTIFY THAT THE ATTACHED IS A TRUE AND CORRECT COPY OF CERTIFICATE OF FORMATION OF "RGIS INVENTORY SPECIALISTS, LLC" FILED IN THIS OFFICE ON THE NINETEENTH DAY OF DECEMBER, A.D. 2005, AT 5:06 O'CLOCK P.M.

AND I DO HEREBY FURTHER CERTIFY THAT THE EFFECTIVE DATE OF THE AFORESAID CERTIFICATE OF FORMATION IS THE FIRST DAY OF JANUARY, A.D. 2006.

4080225 8100V

051037764



Harriet Smith Windsor

Harriet Smith Windsor, Secretary of State

AUTHENTICATION: 4387007

DATE: 12-19-05

TRADEMARK
REEL: 003527 FRAME: 0726

State of Delaware
Secretary of State
Division of Corporations
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STATE OF DELAWARE
LIMITED LIABILITY COMPANY
CERTIFICATE OF FORMATION

- First: The name of the limited liability company is **RGIS INVENTORY SPECIALISTS, LLC**
- Second: The address of its registered office in the State of Delaware is **3500 South DuPont Highway in the City of Dover, Delaware 19901**.
The name of its Registered agent at such address is **Incorporating Services, Ltd.**
- Third: The effective date of formation will be **January 1, 2006**

IN WITNESS WHEREOF, the undersigned have executed this Certificate of Formation this
16 day of December, 2005

BY: 

Authorized Person

NAME:

Mark A. Papak

Type or Print

57720 Incl Cert of Conversion & Cert of Form RGIS Inventory Specialists LLC 4/20/02

TRADEMARK

REEL: 003527 FRAME: 0727

SCHEDULE A

U.S. Trademarks

Title	Registration Number
RGIS	3,144,292
AUDIT	3,075,872
AUDIT	1,289,504