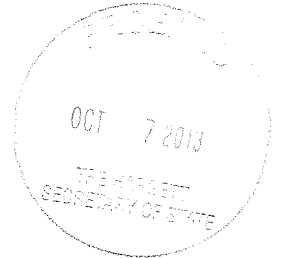




STATE OF TENNESSEE

Oath of Office



I, James C. Hale, do solemnly swear that as a member of the Advisory Council on Workers' Compensation, I will support The Constitution of the State of Tennessee and The Constitution of the United States and that I will perform with fidelity the duties of the office to which I have been appointed and which I am about to assume. So help me God.

This the 2 day of October, 20 13.

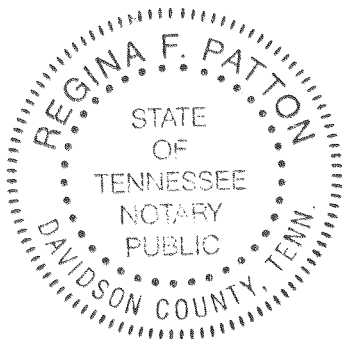
James C. Hale
Member Signature

State of Tennessee

County of Davidson

I, Regina Patton

Have this day administered the oath of office to James C. Hale, a member of the Advisory Council on Workers' Compensation as prescribed and required by law.



This the 2 day of Oct, 20 13.

Regina Patton
Notary Public

My Commission Expires: 7-6-2015

For Secretary of State Use

James C. Hale is being appointed to the Advisory Council on Workers' Compensation as a Representative of Tennessee AFL-CIO for a term beginning September 13, 2013 and ending June 30, 2016. This seat was formerly held by Mr. Jerry Lee.