

State of Idaho

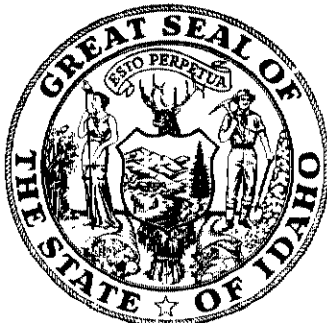
Department of State

CERTIFICATE OF AUTHORITY
OF
ALTRES LABOR SERVICES, INC.
File Number C 128636

I PETE T. CENARRUSA, Secretary of State of the State of Idaho, hereby certify that an Application for Certificate of Authority, duly executed pursuant to the provisions of the Idaho Business Corporation Act, has been received in this office and is found to conform to law.

ACCORDINGLY and by virtue of the authority vested in me by law, I issue this Certificate of Authority to transact business in this State and attach hereto a duplicate of the Application for such Certificate.

Dated: April 29, 1999



Pete T. Cenarrusa
SECRETARY OF STATE

By *Natalie Lamb*

APPLICATION FOR CERTIFICATE OF AUTHORITY (For Profit)

(Instructions on Back of Application)

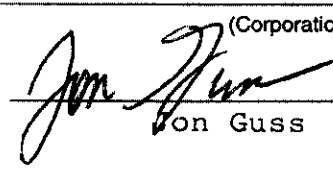
To the Secretary of State of Idaho:

The undersigned Corporation applies for a Certificate of Authority and states as follows: 9:08

1. The name of the corporation is ALTRES Labor Services, Inc.
STATE OF IDAHO
2. The name which it shall use in Idaho is ALTRES Labor Services, Inc.
3. It is incorporated under the laws of Utah
4. Its date of incorporation is 12/18/1998
5. The address of its principal office is 1160 S. Main Street, Salt Lake City, UT 84101
6. The address to which correspondence should be addressed, if different from item 5, is same as 5
7. The street address of its registered office in Idaho is 300 North 6th St., Boise, ID 83702
_____, and its registered agent in Idaho at that address is CT Corporation System
8. The names and respective business addresses of its directors and officers are:

Name	Office	Address
<u>Jon Guss</u>	<u>President</u>	<u>4891 Rebecca Circle Salt Lake City, UT 84117</u>
<u>Barron Guss</u>	<u>Vice Pres./Dir.</u>	<u>647 Poipu Dr. Honolulu, HI 96825</u>
<u>Kerry Kopp</u>	<u>Sec./Director</u>	<u>617 Poipu Dr. Honolulu, HI 96825</u>
<u>Richard Kersten</u>	<u>Treas./Director</u>	<u>458 Aulima Loop Kailua, HI 96734</u>
<u>Mark Shklov</u>	<u>Director</u>	<u>1273 Kika St. Kailua, HI 96734</u>

Dated: April 8-99
ALTRES Labor Services, Inc.

(Corporation name)
By 
Jon Guss
Its President
(specify capacity of signer)

Customer Acct # :
IDAHO SECRETARY OF STATE
(if using pre-paid account)
04/29/1999 09:00
CK: 482424 CT: 114766 BH: 211824
1 @ 100.00 = 100.00 AUTH PRO # 2

g:\corpforms\ACA.pms Revised 7/97

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CO FILE # 216139 ALTRES LABOR SERVICES, INC.

04/26/99 --- UTAH DIVISION OF CORPORATIONS & COMMERCIAL CODE --- 11:44:19
04/26/99 --- UTAH DIVISION OF CORPORATIONS & COMMERCIAL CODE --- 11:44:19

04/26/99 --- STATE OF UTAH - DEPARTMENT OF COMMERCE --- 11:44:50
--- CERTIFICATION OF GOOD STANDING ---

THE UTAH DIVISION OF CORPORATIONS AND COMMERCIAL CODE HEREBY CERTIFIES THAT
ALTRES LABOR SERVICES, INC.

IS A UTAH CORPORATION AND IS QUALIFIED TO TRANSACT BUSINESS IN THE STATE OF UTAH. A CERTIFICATE OF INCORPORATION WAS ISSUED FROM THIS OFFICE ON 12-18-1998 AND SAID CORPORATION IS IN GOOD STANDING, AS APPEARS OF RECORD IN THE OFFICES OF THE DIVISION.


FILE # 216139

DATED THIS 26TH DAY
OF APRIL, 1999

THIS CERTIFICATION IS NOT VALID
UNLESS PRINTED ON PAPER DISPLAYING
THE STATE SEAL IN BLUE, THE
DIVISION SEAL IN GOLD, AND THE
DIVISION DIRECTOR'S SIGNATURE.

REMOTE ACCESS CERTIFICATION # 273339




Lerena P. Riffo
Division Director of
Corporations and Commercial Code