

State of Idaho

Department of State

CERTIFICATE OF INCORPORATION OF

EXECUTIVE TIME SAVERS, INC.

I, PETE T. CENARRUSA, Secretary of State of the State of Idaho, hereby certify that duplicate originals of Articles of Incorporation for the incorporation of the above named corporation, duly signed pursuant to the provisions of the Idaho Business Corporation Act, have been received in this office and are found to conform to law.

ACCORDINGLY and by virtue of the authority vested in me by law, I issue this Certificate of Incorporation and attach hereto a duplicate original of the Articles of Incorporation.

Dated: October 3, 1991



Pete T. Cenarrusa

SECRETARY OF STATE

Sonya Coulson

Corporation Clerk

ARTICLES OF INCORPORATION
OF
EXECUTIVE TIME SAVERS, INC.

OCT 3 11 46 AM '91
SECRETARY OF STATE

FIRST: The name of this corporation is EXECUTIVE TIME SAVERS, INC.
SECOND: Its registered office in the State of Idaho is to be located at 21 N. Harrell St. in the City of Boise, County of Ada. And its registered agent is Holly O'Very.

THIRD: The nature of the business and the purposes to be conducted and promoted by the corporation are GENERAL BUSINESS PURPOSES. In addition, to the authority to promote any lawful purpose and to engage in any lawful activity for which corporations may be organized under the General Corporation Laws of the State of Idaho.

FOURTH: The corporation shall have PERPETUAL existence.

FIFTH: The names and address of each of the incorporators are:

Holly O'Very, 21 N. Harrell St., Boise, Idaho 83706

Fredrick Call, 1720 S. Latah St, Boise, Idaho 83705

SIXTH: The names and address of each of the original directors are:

Holly O'Very, 21 N. Harrell St., Boise, Idaho 83706

Fredrick Call, 1720 S. Latah St, Boise, Idaho 83705

Serving as directors until the first annual meeting of stockholders or until their successors are elected.

SEVENTH: The total number of shares of stock which the corporation is authorized to issue is 100 with a par value of \$0.10 each. All shares of stock shall be of one class and are common stock. The number of shares of stock originally issued are 100.

EIGHTH: The directors shall have power to make and to alter or amend the By-laws; to fix the amount to be reversed as working capital, and to authorize and cause to be executed, mortgages and liens without limit as to the amount, upon property and franchise of the corporation.

With the consent in writing, and pursuant to a vote of the holders of a majority of the capital stock issued and outstanding, the directors shall have the authority to dispose, in any manner, of the whole property of this corporation.

The By-laws shall determine whether and to what extent the accounts and books of this corporation, or any of them shall be open to the inspection of the stockholders; and no stockholder shall have any right of inspecting any account, or book or document of this corporation, except as conferred by the law or the By-laws, or by resolution of the stockholders.

The stockholders and directors shall have the power to hold their meeting and keep books, documents and papers of the corporation outside the State of Idaho, at such places as may be from time to time designated by the By-laws or by resolution of the stockholders or directors, except as is otherwise required by the laws of Idaho.

It is the intention that the objects, purposes and powers specified in the Third paragraph hereof shall, except where otherwise specified in said paragraph, be no way limited or restricted by reference to or interference from the terms of any ~~of any~~ other clause or paragraph in this certificate of incorporation, but that the objects, purposes and powers specified by the Third paragraph and in each of the clauses or paragraphs of this charter

shall be regarded as independent objects, purposes and powers.

NINTH: Directors of the corporation shall not be liable to either the corporation or its stockholders for monetary damages for a breach of fiduciary duties unless the breach involves: (1) a director duty of loyalty to the corporation or its stockholders; (2) acts or omission not in good faith or which involve intentional misconduct or a knowing violation of law; (3) liability for unlawful payments of dividends or unlawful stock purchases or redemption by the corporation or (4) a transaction from which the director derived an improper personal benefit.

WE, THE UNDERSIGNED, for the purpose of forming a Corporation under the laws of the State of Idaho, do make, file and record this Certificate and do certify that the facts herein are true; and We have accordingly hereunto set our hand.

DATED AT: 10/2/91
STATE OF IDAHO
COUNTY OF ADA

Holly O'Very
HOLLY O'VERY
Fredrick Call
FREDRICK CALL