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State of Idaho

Department of State

CERTIFICATE OF AUTHORITY OF

VARITECH-HAWAII CORPORATION

I, PETE T. CENARRUSA, Secretary of State of the State of Idaho, hereby certify that duplicate originals of an Application of VARITECH-HAWAII CORPORATION for a Certificate of Authority to transact business in this State, duly signed and verified 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 Authority to VARITECH-HAWAII CORPORATION to transact business in this State under the name VARITECH-HAWAII CORPORATION and attach hereto a duplicate original of the Application for such Certificate.

Dated: December 09, 1991



Pete T. Cenarrusa

SECRETARY OF STATE

Sheryl Deines

Corporation Clerk

APPLICATION FOR CERTIFICATE OF AUTHORITY

(Profit Corporation)

To the Secretary of State of Idaho

Pursuant to Section 30-1-110, Idaho Code, the undersigned Corporation hereby applies for a Certificate of Authority to transact business in your State, and for that purpose submits the following statement:

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SEC. OF STATE
91 DEC 15 10 51 AM '91

1. The name of the corporation is Varitech - Hawaii Corporation

2. The name which it shall use in Idaho is _____

(To be used only when required to avoid a conflict with a name already on file. Must be accompanied by a Board of Directors resolution adopting assumed name in Idaho.)

3. It is incorporated under the laws of Utah

4. The date of its incorporation is November 22, 1991 and the period of its duration is Perpetual

5. The address of its principal office in the state or country under the laws of which it is incorporated is 1160 So. Main Street Salt Lake City, Utah 84101

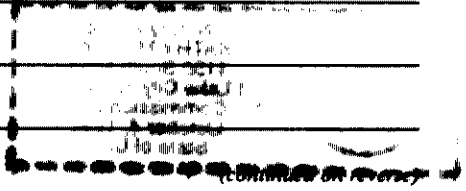
6. The address to which correspondence should be addressed, if different from that in item 5. _____

7. The street address of its proposed registered office in Idaho is 250 South Beechwood
P.O. Box 7946 - Boise, Idaho 83707, and the name of its proposed registered agent in Idaho at that address is John Reub

8. The purpose or purposes which it proposes to pursue in the transaction of business in Idaho are:
Personnel Services

9. The names and respective addresses of its directors and officers are:

Name	Office	Address
<u>Patti Ann Guss</u>	<u>President</u>	<u>4891 Rebecca Circle S.L.C., Ut. 84117</u>
<u>Gary Rigby</u>	<u>Vice President</u>	<u>1160 So. Main S.L.C., Ut. 84101</u>
<u>Stephen Guss</u>	<u>Secretary-Treasurer</u>	<u>1160 So. Main S.L.C., Ut 84101</u>
_____	_____	_____
_____	_____	_____
_____	_____	_____



Name

Office

Address

- 10. The corporation accepts and shall comply with the provisions of the Constitution and the laws of the State of Idaho.
- 11. This Application is accompanied by a certificate of Corporate Status or Existence, duly authenticated by the proper officer of the state or country under the laws of which it is incorporated.

Dated: 12/04/91

Varitech - Hawaii Corporation

(Corporation Name)

By Gary Rigby *Gary Rigby*
Its President / Vice President (please specify)

and Stephen Guss *Stephen Guss*
Its Secretary / Assistant Secretary (please specify)

STATE OF Utah)
COUNTY OF Salt Lake) ss:

I, Kathy M. Mayo, a notary public, do hereby certify that on

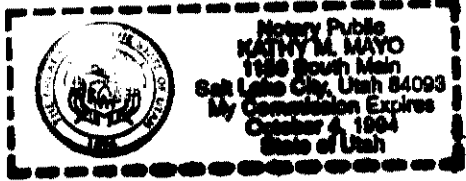
this fourth day of December, 19 91, personally appeared before

me Gary Rigby and Stephen Guss, who being by me first duly sworn, declared that (s)he they

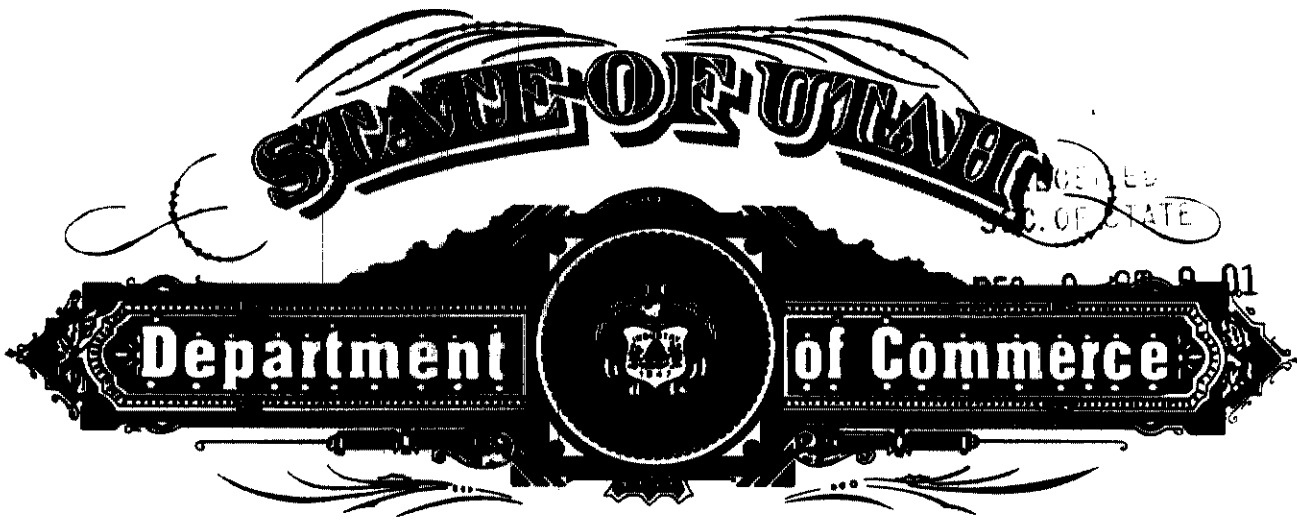
are in the Secretary of Varitech

that ~~(s)he~~ ^{they} signed the foregoing document as Vice President and Secretary of the corporation and that the statements therein contained are true.

My Commission Expires: 10/04/94



Kathy M. Mayo
Notary Public

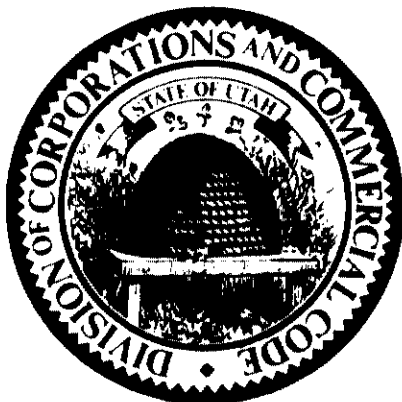


THE DIVISION OF CORPORATIONS AND COMMERCIAL CODE OF THE STATE OF UTAH HEREBY CERTIFIES THAT

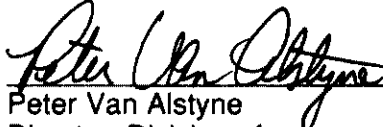
VARITECH-HAWAII CORPORATION

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 11-22-91 and said corporation is in good standing,

AS APPEARS OF RECORD IN THE OFFICES OF THE DIVISION.



Dated this _____ 22nd _____ day
of _____ NOVEMBER _____, 19 91 .


Peter Van Alstyne
Director, Division of
Corporations and Commercial Code