



Department of State.

CERTIFICATE OF INCORPORATION OF

AMERICAN LABOR POOL, 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: February 16, 1989



Pete T. Cenarrusa

SECRETARY OF STATE

by:

M. Kinsman

ARTICLES OF INCORPORATION

OF
AMERICAN LABOR POOL, INC.

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The undersigned, acting as incorporator of a corporation under the Idaho Business Corporation Act, adopts the following Articles of Incorporation for such corporation:

FIRST: The name of the corporation is American Labor Pool, Inc.

SECOND: The period of its duration is perpetual.

THIRD: The purpose for which the corporation is organized is the transaction of any or all lawful business for which corporations may be incorporated under the Idaho Business Corporation Act.

FOURTH: The corporation shall have authority to issue 500,000 shares of common stock, all of one class, with a par value of \$1.00 per share.

FIFTH: The address of the corporation's initial registered office is 1710 West Broadway, Idaho Falls, Idaho 83402, and the name of its initial registered agent at that address is William Reed.

SIXTH: The number of directors constituting its initial board of directors is one, whose name and address is:

William Reed
4855 Comish Drive
Idaho Falls, Idaho 83406

SEVENTH: The name and address of each incorporator is:

William Reed
4855 Comish Drive
Idaho Falls, Idaho 83406

William Reed, Incorporator