

**FILED EFFECTIVE**  
2002 DEC 24 PM 12:42

SECRETARY OF STATE  
STATE OF IDAHO

## ARTICLES OF INCORPORATION

OF

### MANAGEMENT RECRUITERS OF COEUR D'ALENE, INC.

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

FIRST: The name of the corporation is: MANAGEMENT RECRUITERS OF COEUR D'ALENE, INC.

SECOND: The period of its duration is perpetual.

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

FOURTH: The aggregate number of common shares, which the corporation shall have authority to issue is 100,000, all of which shall be voting. The shares shall have no par value.

FIFTH: The address of the initial registered office of the corporation is 11761 N. Eastshore Drive, Hayden Lake, Idaho 83835, and the name of its initial registered agent is Brent N. Travis. The mailing address of the corporation shall be: 11761 N. Eastshore Drive, Hayden Lake, Idaho 83835.

IDAHO SECRETARY OF STATE  
12/24/2002 05:00  
CK: 4250 CT: 87354 BH: 653249  
1 @ 100.00 = 100.00 CORP # 2  
1 @ 20.00 = 20.00 EXPEDITE C # 3

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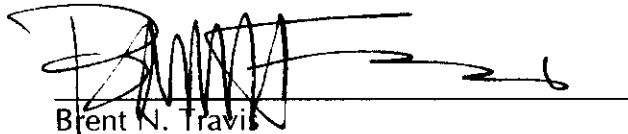
SIXTH: The number of Directors shall be set by the Bylaws but the initial Board of Directors of the corporation shall be two (2), and the names and addresses of the persons who are to serve as Directors until the first annual meeting of shareholders or until its successors are elected and qualified are:

<u>NAME</u>	<u>ADDRESS</u>
Brent N. Travis	11761 N. Eastshore Drive Hayden Lake, Idaho 83835
Kristin R. Travis	11761 N. Eastshore Drive Hayden Lake, Idaho 83835

SEVENTH: The name and address of the incorporator is:

<u>NAME</u>	<u>ADDRESS</u>
Brent N. Travis	11761 N. Eastshore Drive Hayden Lake, Idaho 83835

DATED this 23<sup>rd</sup> day of December, 2002.

  
Brent N. Travis