



CERTIFICATE OF INCORPORATION  
OF

STAFF BUILDERS, INCORPORATED

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: July 31, 1989



*Pete T. Cenarrusa*

SECRETARY OF STATE

by: *Elizabeth M. Gabala*

RECEIVED  
SEC. OF STATE

ARTICLES OF INCORPORATION  
OF  
STAFF BUILDERS, INCORPORATED

89 JUL 31 AM 10 46

I, the undersigned being a United States citizens of legal age and a residents of the state of Washington, adopt the following Articles of Incorporation under the provisions of the Idaho Business Corporation Act (Title 30, Idaho Code):

FIRST

The name of the Corporation is STAFF BUILDERS, INCORPORATED.

SECOND

The Corporation is to be perpetual.

THIRD

The purpose of this Corporation is to transact any and all legal business.

FOURTH

The Corporation shall have authority to issue 50,000 shares of one class of non-assessable common stock. The shares of stock shall have a par value of \$100.00. The shares of stock shall not be issued until they are fully paid for.

FIFTH

No shareholder of the corporation shall have any pre-emptive or preferential right of subscription to any shares of any class of stock, or to any obligations convertible into shares, issued or sold, other than such rights as determined by the Board of Directors.

SIXTH

All of the shares of common stock issued shall have equal value, without any pre-emptive or preferential rights.

SEVENTH

The address of the initial registered office of the Corporation is West 501 Appleway, Coeur d' Alene, Idaho 83814, and the name of the initial registered agent is Ken E. Davis.

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EIGHTH

The initial Board of Directors shall consist of two Directors.

The name and address of the persons who are to serve as Directors until the first meeting of the shareholders or until the said persons' successors are elected and qualified are:

Robert Hartz  
S 527 Alpine Drive  
Liberty Lake, Washington 99019

Betty Hartz  
S 527 Alpine Drive  
Liberty Lake, Washington 99019

NINTH

The name and address of the incorporators are:

Robert Hartz  
S 527 Alpine Drive  
Liberty Lake, Washington 99019

*Robert E. Hartz*

Betty Hartz  
S 527 Alpine Drive  
Liberty Lake, Washington 99019

*Betty Hartz*

IN WITNESS WHEREOF, I have signed these Articles of Incorporation on this 24 day of July 1989.

*Robert E. Hartz*  
President

STATE OF IDAHO  
County of Kootenai

On this 24<sup>th</sup> day of July, 1989, a Notary Public for the State of Idaho, the above personally appeared before me, identified themselves to me, and executed the above instrument. The persons were of lawful age and citizens of the United States of America. As a witness, I here set my hand and affix my seal on the day and the year in this certificate.

*Carolyn Waldram*  
Notary Public of Idaho  
Residing at: *Coeur d'Alene, ID.*  
My commission expires: *11-10-94*