

State of Idaho

Office of the Secretary of State

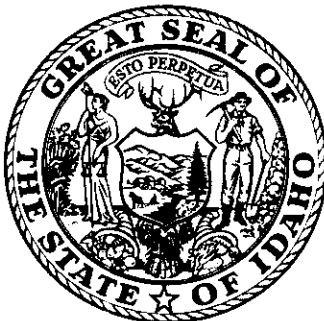
**CERTIFICATE OF AUTHORITY
OF
KEPNER-TREGOE, INC.**

File Number C 170569

I, BEN YSURSA, Secretary of State of the State of Idaho, hereby certify that an Application for Certificate of Authority, duly executed pursuant to the provisions of the Idaho Business Corporation Act, has been received in this office and is found to conform to law.

ACCORDINGLY and by virtue of the authority vested in me by law, I issue this Certificate of Authority to transact business in this State and attach hereto a duplicate of the application for such certificate.

Dated: December 26, 2006



Ben Yursa

SECRETARY OF STATE

By *Sally Lloyd*

FILED EFFECTIVE



APPLICATION FOR CERTIFICATE OF AUTHORITY (For Profit)

(Instructions on Back of Application)

The undersigned Corporation applies for a Certificate of Authority and states as follows:

1. The name of the corporation is:

Kepner-Tregoe, Inc.

2. The name which it shall use in Idaho is: Kepner-Tregoe, Inc.

3. It is incorporated under the laws of: Delaware

4. Its date of incorporation is: 01/29/96

5. The address of its principal office is:

17 Research Road, Skillman, NJ 08558

6. The address to which correspondence should be addressed, if different from item 5, is:

PO Box 704, Princeton, NJ 08542

7. The street address of its registered office in Idaho is: 1401 Shoreline Drive, Suite 2, Boise, ID 83702

and its registered agent in Idaho at that address is: Corporation Service Company

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

Name	Office Held	Address
<u>Andrew Graham</u>	<u>President and COO</u>	<u>17 Research Road, Skillman, NJ 08558</u>
<u>William B. Baldwin</u>	<u>CFO</u>	<u>17 Research Road, Skillman, NJ 08558</u>
<u>Thomas J. Irwin</u>	<u>Secretary & Gen Counsel</u>	<u>17 Research Road, Skillman, NJ 08558</u>
<u>Theodore F. Hiller, Jr.</u>	<u>Assistant Secretary</u>	<u>17 Research Road, Skillman, NJ 08558</u>
<u>Please see attached</u>		

Dated: December 18, 2006

Signature: [Signature]

Typed Name: Thomas J. Irwin

Capacity: Secretary & General Counsel

[The signer must be a director or an officer of the corporation.]

Customer Acct # :

(if using pre-paid account)

Secretary of State use only

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Revised 06/2005

IDAHO SECRETARY OF STATE
12/26/2006 05:00
CK: 13064932 CT: 49569 BH: 1021731
1 @ 100.00 = 100.00 AUTH PRO # 2
1 @ 20.00 = 20.00 EXPEDITE C # 3

Web Form

C 170569

Kepner-Tregoe, Inc.
Incorporated 1/29/96, State of Delaware
Federal ID#: 22-3421723

Street Address 17 Research Road, Skillman, NJ 08558
Mailing Address PO Box 704, Princeton, NJ 08542

Contact: Thomas J. Irwin, Secretary and General Counsel
Phone: (609) 921-2806 or (609) 252-2459 (direct)
Fax: (609) 252-2570

Board of Directors and Officers

DIRECTORS

Peter Berger
15 Hickory Lane
Weston, CT 06883

Samuel M. Bernstine
RD #8, 8406A McGuffey Boulevard
New Castle, PA 16101

Kevin Duffy
1512 Briarwood Place
Raleigh, NC 27614

Chris Geraghty
19 Patriot Place
Rouse hill NSW 2155, Australia

Andrew Graham
15 Buckingham Drive
Princeton, NJ 08540

Thomas J. Irwin
13 Hiland Dr.
Hillsborough, NJ 08844

Charles L. Jaffin
522 Rosedale Road
Princeton, NJ 08540

Bruce D. Keener
164 Cleveland Lane
Princeton, NJ 08540

Colin O'Brien
PO Box 1544
Rancho Santa Fe, CA 92067

John Zimmerman
8030 First Coast Highway, #106
Amelia Island, FL 32034

Ray Baxter
2821 Emerywood Parkway
Richmond, VA 23294

OFFICERS

Chairman	Peter Berger	17 Research Road Skillman, NJ 08558
Chief Executive Officer	Bruce D. Keener	17 Research Road Skillman, NJ 08558
President and Chief Operating Officer	Andrew Graham	17 Research Road Skillman, NJ 08558
Secretary and General Counsel	Thomas J. Irwin	17 Research Road Skillman, NJ 08558
Assistant Secretary	Theodore F. Hiller, Jr.	17 Research Road Skillman, NJ 08558
Treasurer, Chief Financial Officer, Vice President of Finance, and Assistant Secretary	William B. Baldwin	17 Research Road Skillman, NJ 08558

Delaware

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The First State

I, HARRIET SMITH WINDSOR, SECRETARY OF STATE OF THE STATE OF DELAWARE, DO HEREBY CERTIFY "KEPNER-TREGOE, INC." IS DULY INCORPORATED UNDER THE LAWS OF THE STATE OF DELAWARE AND IS IN GOOD STANDING AND HAS A LEGAL CORPORATE EXISTENCE SO FAR AS THE RECORDS OF THIS OFFICE SHOW, AS OF THE TWENTY-FIRST DAY OF DECEMBER, A.D. 2006.

AND I DO HEREBY FURTHER CERTIFY THAT THE SAID "KEPNER-TREGOE, INC." WAS INCORPORATED ON THE TWENTY-NINTH DAY OF JANUARY, A.D. 1996.

AND I DO HEREBY FURTHER CERTIFY THAT THE FRANCHISE TAXES HAVE BEEN PAID TO DATE.

AND I DO HEREBY FURTHER CERTIFY THAT THE ANNUAL REPORTS HAVE BEEN FILED TO DATE.



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Harriet Smith Windsor

Harriet Smith Windsor, Secretary of State

AUTHENTICATION: 5301802

DATE: 12-21-06