

**State of New York
Department of State } ss:**

I hereby certify, that the Certificate of Incorporation of P & A ADMINISTRATIVE SERVICES, INC. was filed on 04/19/1988, under the name of FLEXEBEN ADMINISTRATIVE SERVICES, INC., with perpetual duration, and that a diligent examination has been made of the Corporate index for documents filed with this Department for a certificate, order, or record of a dissolution, and upon such examination, no such certificate, order or record has been found, and that so far as indicated by the records of this Department, such corporation is an existing corporation.

A Certificate of Amendment FLEXEBEN ADMINISTRATIVE SERVICES, INC., changing its name to P & A ADMINISTRATIVE SERVICES, INC., was filed 07/01/1988.



*WITNESS my hand and the official seal
of the Department of State at the City of
Albany, this 16th day of April two
thousand and twelve.*

First Deputy Secretary of State