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SECRETARY OF STATE
STATE OF IDAHO

ARTICLES OF INCORPORATION

OF

CCbenefits, Inc.

IDAHO SECRETARY OF STATE

02/02/2001 09:00
CR: 1133 CT: 2039 DR: 376523
1 @ 100.00 = 100.00 CORP # 2

The undersigned natural persons of majority age hereby establish a corporation pursuant to the laws of Idaho and adopt the following articles of incorporation.

1. NAME. The name of the corporation is CCbenefits, Inc.
2. DURATION. The corporation shall have perpetual existence.
3. PURPOSE AND POWERS.

Purpose. The corporation is organized for the transaction of all lawful business for which corporations may be incorporated pursuant to the Idaho Business Corporation Act.

Powers. In furtherance of the foregoing purpose, the corporation shall have and may exercise all of the rights, powers and privileges now or hereafter conferred upon corporations organized under the laws of Idaho.

4. CAPITAL.

Authorized Capital. The aggregate number of shares which the corporation shall have authority to issue is Five Hundred Thousand (500,000) shares of common stock, each having a par value of One Dollar (\$1.00).

Voting Rights. Each shareholder of record shall have one vote for each share of common stock standing in his name on the books of the corporation and entitled to vote, except that in the election

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of directors he shall have the right to vote such number of shares for as many persons as there are directors to be elected. Cumulative voting shall not be allowed in the election of directors or for any other purpose.

5. BOARD OF DIRECTORS.

5-A. Initial Board of Directors. Two directors shall constitute the initial board of directors, their names and addresses being as follows:

<u>NAME</u>	<u>ADDRESS</u>
M. Henry "Hank" Robison	606 Hathaway Moscow ID 83843
Kjell A. Christophersen	2368 Arborcrest Road Moscow ID 83843

5-B. Board of Directors. The number of directors shall be specified in the Bylaws and such number may from time to time be changed as provided in the Bylaws. In case of any increase in directors, the additional directors may be elected by the directors then in office, and the directors so elected shall hold office until the next annual meeting of stockholders and until their successors are elected and qualified.

6. REGISTERED OFFICE AND REGISTERED AGENT. The address of the initial registered office of the corporation is 2368 Arborcrest Road, Moscow, Idaho, 83843. The name of its initial registered agent at such address is Kjell A. Christophersen.

7. RIGHTS OF DIRECTORS AND OFFICERS TO CONTRACT WITH CORPORATION. Any of the directors or officers of this corporation shall not, in the absence of fraud, be disqualified by his office

from dealing or contracting with this corporation either as vendor, lessor, firm, association, or corporation of which he shall be a member, or in which he may be pecuniarily in any manner be so disqualified. No director or officer, nor any proprietorship, firm, association or corporation with which he is connected as aforesaid shall be liable to account to this corporation or its shareholders for any profit realized by him from or through any such transaction or contract, it being the express purpose and intent of this provision to permit this corporation to buy from, sell to, or otherwise deal with proprietorships, firms, associations, or corporations of which the directors and officers of this corporation, or anyone or more of them, may be members, directors or officers, or in which they or any of them may have pecuniary interest; and the contracts of this corporation, in the absence of fraud, shall not be void or voidable or affected in any manner by reason of any such position. Furthermore, directors of this corporation may be counted for a quorum of the board of directors of this corporation at a meeting even though they may be pecuniarily interested in matters considered at such meeting, and any action taken at such meeting with reference to such matters by a majority of the directors shall not be void or voidable by this corporation in the absence of fraud.

8. INDEMNIFICATION OF DIRECTORS AND OFFICERS. The corporation shall indemnify every person who is or was a director or officer of the corporation or is or was serving at the request of the corporation as a director or officer of another corporation,

partnership, joint venture, trust or other enterprise, his heirs, executors and administrators at such person's request to the full extent provided by Idaho law, provided that this right of indemnification shall not apply to any action, suit or proceeding under the Securities Act of 1933, except for payment of expenses incurred in the successful defense of such action, suit or proceeding. The right to indemnification conferred by this provision shall not restrict the power of the corporation to make any indemnification permitted by law.

9. STOCKHOLDER PROPERTY. The private property of the stockholders of the corporation shall not be subject to the payment of corporate debts to any extent. The shares of the corporation shall not be subject to assessment for any corporate purpose.

10. INCORPORATORS. The names and addresses of the incorporators are as follows:

M. Henry "Hank" Robison, 606 Hathaway, Moscow ID 83843

Kjell A. Christophersen, 2368 Arborcrest Road, Moscow ID 83843

DATED this 31st day of January, 2001.



M. HENRY "HANK" ROBISON



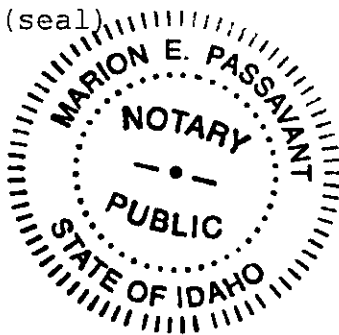
KJELL A. CHRISTOPHERSEN

VERIFICATION

STATE OF IDAHO)
) ss.
County of Latah)

I, Marion E. Passavant, a notary public, hereby certify that on the 31st day of January, 2001, personally appeared before me M. HENRY "HANK" ROBISON, who being by me first duly sworn declared that he signed the foregoing document as incorporator and that the statements therein contained are true.

(seal)



Marion E. Passavant
Notary Public in and for the
State of Idaho, residing at
Moscow, ID.

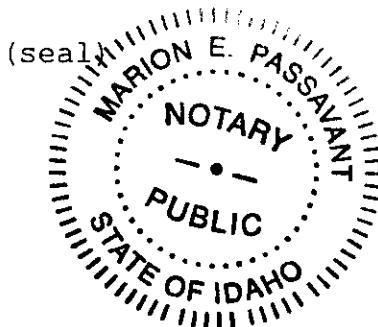
My commission expires: 10/28/04

VERIFICATION

STATE OF IDAHO)
) ss.
County of Latah)

I, Marion E. Passavant, a notary public, hereby certify that on the 31st day of January, 2001, personally appeared before me KJELL A. CHRISTOPHERSEN, who being by me first duly sworn declared that he signed the foregoing document as incorporator and that the statements therein contained are true.

(seal)



Marion E. Passavant
Notary Public in and for the
State of Idaho, residing at
Moscow, ID.

My commission expires: 10/28/04