



**Department of State**

**CERTIFICATE OF INCORPORATION  
OF**

**JOB LOCATORS, INC.**

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: April 13, 1988



SECRETARY OF STATE

by: \_\_\_\_\_

ARTICLES OF INCORPORATION

OF

JOB LOCATORS, INC.

Apr 13 10 17 AM '80

SECRETARY OF STATE

The undersigned, acting as the incorporator of a corporation (hereinafter referred to as "Corporation") under the Idaho Business Corporation Act (the "Act"), adopts the following Articles of Incorporation for the Corporation:

ARTICLE I. NAME

The name of the Corporation is JOB LOCATORS, INC.

ARTICLE II. PERIOD OF DURATION

The period of duration of the Corporation is perpetual.

ARTICLE III. PURPOSES AND POWERS

Section 1. The purpose for which the Corporation is organized is: the transaction of any or all lawful business for which corporations may be incorporated under the Act; to do everything necessary, proper, advisable or convenient for the conduct of said business; and to do all other things incident thereto or connected therewith, which are not forbidden by the Act, by other law, or by these Articles of Incorporation.

Section 2. The Corporation shall have and may exercise all powers necessary or convenient to effect its purposes, including but not limited to the statutory powers specified in the appropriate sections of the Idaho Code, as amended and supplemented.

ARTICLE IV. AUTHORIZED SHARES

Section 1. Number. The aggregate number of shares of common stock which the Corporation shall have the authority to issue is 100. The stock shall have no par value.

Section 2. Dividends. The holders of the common stock shall be entitled to receive, when and as declared by the Board of Directors, as permitted by the Act, dividends or distributions payable either in cash, in property, or in shares of the capital stock of the Corporation.

Section 3. Stock Nonassessable. The private property of the shareholders of the Corporation shall not be subject to the payment of corporate debts to any extent whatsoever, and shares of the Corporation shall not be subject to assessment for the purpose of paying expenses, conducting business, or paying debts of the Corporation.

Section 4. Voting Power. The entire voting power for the election of the Directors and for all other purposes shall be vested exclusively in the holders of the common stock, who shall be entitled to one vote for each share of common stock held by them of record.

ARTICLE V. PREEMPTIVE RIGHTS

Shareholders of the Corporation shall have preemptive and preferential rights of subscription to any shares of stock of the Corporation, whether now or hereafter authorized, or to any obligations convertible into stock of the Corporation, issued or sold, and the Board of Directors in issuing stock of the Corporation, or obligations convertible into stock, shall first offer such issue of stock or obligations to the shareholders of the Corporation.

ARTICLE VI. REGISTERED OFFICE

The address of the initial registered office of the Corporation is 2312 N. Cole STE. E Boise 83704, and the name of its initial registered agent is Dianne L. Ayres.

ARTICLE VII. BOARD OF DIRECTORS

The number of Directors of the Corporation shall be as specified in the Bylaws. The number of Directors constituting the initial Board of Directors shall be Four, and the name and address of the person who is to serve as Director until the first annual meeting of shareholders or until their successors are elected and shall qualify is:

| <u>Name</u>                       | <u>Address</u>                             |
|-----------------------------------|--|
| <u>GLEN R. Peterson, Chairman</u> | <u>2312 N. Cole STE. E Boise. ID 83704</u> |
| _____                             | _____                                      |
| _____                             | _____                                      |



April 7, 1988 3 53 PM '88

SECRETARY OF STATE

State of Idaho  
Secretary of State  
Room 203  
Boise, ID 83720

Dear Sir:

Please file Articles of Incorporation for and in behalf of Job Locators, Inc.,  
2312 N. Cole Rd. Suite E, Boise, Id 83704.

Effective Date: March 1, 1988

Enclosed you will find two copies of the Articles of Incorporation. You will find  
of the President of the Corporation (notarized) signature.

Thank you,

Dianne L. Ayres  
President



Mail to:  
Job Locators, Inc.  
2312 N. Cole Rd. Suite E  
Boise, ID 83704

STATE OF Idaho )  
 )ss  
COUNTY OF Ada )

On this 7th day of April 19 88, before me a Notary Public in and for  
said State, personally appeared

Dianne L. Ayres

know to me to be the persons whose name(s) is/are subscribed to the within instrument,  
and acknowledged to me that they executed the same.



Notary Public  
Residing at: Boise, Idaho

12/21/91