

State of Idaho

Department of State

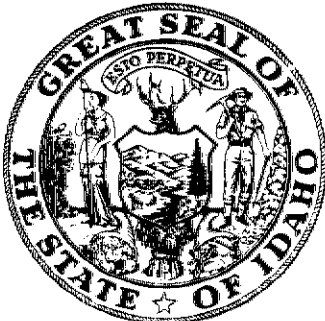
CERTIFICATE OF INCORPORATION OF

LIFE'S DOORS TEMPORARY SOLUTIONS, INC.
File number C 117868

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: January 14, 1997



Pete T. Cenarrusa
SECRETARY OF STATE

By *Alisa Hartley*

ARTICLES OF INCORPORATION
OF
LIFE'S DOORS TEMPORARY SOLUTIONS, INC.

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SECRETARY OF STATE
STATE OF IDAHO

The undersigned, acting as incorporator of a corporation under the Idaho Business Corporation Act, adopts the following Articles of Incorporation for such corporation.

Article I

The name of the corporation is Life's Doors Temporary Solutions, Inc.

Article II

The period of its duration shall be perpetual.

Article III

The purpose for which the corporation is organized is the transaction of any and all lawful business for which corporations may be incorporated under the Idaho Business Corporation Act.

Article IV

The aggregate number of shares for which the corporation shall have authority to issue shall be five thousand (5,000) shares, all of one class, at no par value per share.

Article V

The provisions denying preemptive rights are none.

Article VI

The provisions for the regulation of the internal affairs of the corporation are none.

ARTICLES OF INCORPORATION - 1

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Article VII

The address of the initial registered office of the corporation is 1111 S. Orchard, Suite 400, Boise, Idaho 83705, and the name of its initial registered agent at such address is Mary L. Langenfeld.

Article VIII

The number of directors constituting the initial board of directors of the corporation is three (3), and the names and addresses of the persons who will serve as directors until the first annual meeting of shareholders or until her successor is elected and shall qualify are:

<u>Name</u>	<u>Address</u>
Mary L. Langenfeld	1111 S. Orchard, Suite 400 Boise, Idaho 83705
Deborah J. Langenfeld-Hoops	1111 S. Orchard, Suite 400 Boise, Idaho 83705
Amy Jo D. Langenfeld	1111 S. Orchard, Suite 400 Boise, Idaho 83705

Article IX

The name and address of the incorporator is:

<u>Name</u>	<u>Address</u>
Mary L. Langenfeld	1111 S. Orchard, Suite 400 Boise, Idaho 83705

Article X

Except as otherwise provided in Section 30-1-54(2) of the Idaho Business Corporation Act, as now in effect or as hereafter amended, the directors of the corporation shall have no personal liability whatsoever to the corporation or its shareholders for monetary damages for

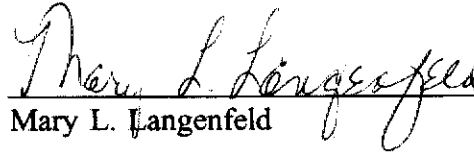
breach of fiduciary duty as a director. If the Idaho Business Corporation Act (or successor act) is hereafter amended to further eliminate or limit the liability of a director, then such liability shall be eliminated or limited to the fullest extent permitted by the Idaho Business Corporation Act as so amended. Any repeal or modification of this Article X or of the provision of the Idaho Business Corporation Act which would permit the elimination of the liability of directors by this article shall not adversely affect any right or protection of a director of the corporation existing at the time of such repeal or modification.

Article XI

The directors, officers, employees, or agents of the corporation or any person serving at the request of the corporation as a director, officer, employee, or agent of another corporation, partnership, joint venture, trust, or other enterprise shall be indemnified in the manner and to the fullest extent permitted by Section 30-1-5 of the Idaho Business Corporation Act, as now in effect or as hereafter amended. Expenses (including attorney fees) incurred in defending a civil or criminal action, suit, or proceeding may be paid by the corporation in advance of the final disposition of such action, suit, or proceeding upon receipt of an undertaking by or on behalf of the director, officer, employee, or agent to repay such amount if it shall ultimately be determined that he or she is not entitled to be indemnified by the corporation. If the Idaho Business Corporation Act (or successor act) is hereafter amended to allow for the further indemnification of a director or other person identified above, then such indemnification shall be extended to the fullest extent permitted by the Idaho Business Corporation Act, as so amended. Any repeal or modification of this

Article XI shall not adversely affect any right or protection of a director of the corporation or other person identified above existing at the time of such repeal or modification.

DATED This 14 day of January, 1997.



Mary L. Langenfeld