

State of Idaho

Department of State

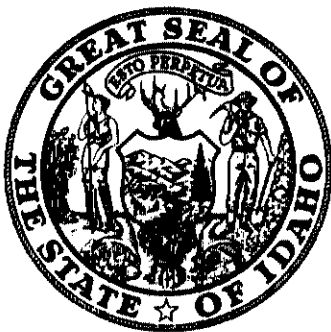
CERTIFICATE OF INCORPORATION OF

KAME ENTERPRISES, 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: June 1, 1993



Pete T. Cenarrusa
SECRETARY OF STATE

By *[Signature]*

ARTICLES OF INCORPORATION

OF

KĀME ENTERPRISES, INC.

JUN 1 4 11 PM '93
SECRETARY OF STATE

The undersigned, acting as incorporators of the corporation under the Idaho Business Corporation Act, adopt the following Articles of Incorporation for such corporation:

FIRST: The name of the corporation is Kāme Enterprises, Inc.

SECOND: The period of its duration is perpetual.

THIRD: The corporation is organized for the purpose of transacting any and all lawful business for which corporations may be incorporated under the Idaho Business Corporation Act including but not by way of limitation the purpose of providing employment and counseling and placement services.

FOURTH: The aggregate number of shares which the corporation shall have authority to issue is 1,000 shares with par value of \$1.00 per share.

FIFTH: The address of the initial registered office of the corporation is 1070 Hiline, Suite 250, Pocatello, Idaho 83201, and the name of its initial registered agent at such address is David A. Lankford.

SIXTH: The numbers of directors constituting the initial Board of Directors of the corporation is one and the name and address of the person who is to serve as Director until the first annual meeting of shareholders or until a successor is elected and

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shall qualify is:

David A. Lankford
2752 Jerome
Pocatello, Idaho 83201

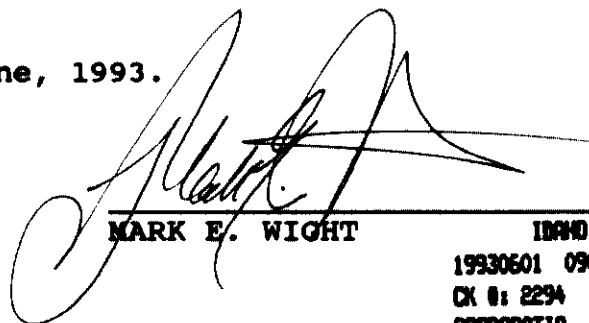
SEVENTH: The name and address of the incorporator is Mark E. Wight at 1087 W. River Street, Suite 230, Boise, Idaho 83702.

EIGHTH: Amendment of the By-Laws of the corporation by the Board of Directors shall require majority approval of those directors present either in person or by proxy at a meeting of the Board of directors duly called at which a quorum is present.

NINTH: The Board of Directors may create such committee or committees as it deems to be necessary or advisable with only such power and authority as is specifically defined in the resolution establishing such committee.

TENTH: The Articles of Incorporation shall not be removed, modified or amended except upon approval of a majority of all of the shareholders at a regular or special meeting of the shareholders called for such meeting.

DATED this 1st day of June, 1993.



MARK E. WIGHT

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