

State of Idaho

Department of State

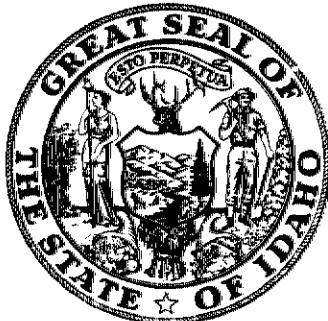
CERTIFICATE OF INCORPORATION OF

HORNE BUSINESS SERVICES, INC.
File number C 117982

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 22, 1997



Pete T. Cenarrusa
SECRETARY OF STATE

By *[Signature]*

**ARTICLES OF INCORPORATION
OF**

HORNE BUSINESS SERVICES, INC.

JAN 22 3 50 PM '97

**SECRETARY OF STATE
STATE OF IDAHO**

The undersigned, acting as incorporator under the Idaho Business Corporation Act, adopts the following articles of incorporation:

ARTICLE I.

NAME OF THE CORPORATION

The name of the corporation is Horne Business Services, Inc. ("Corporation").

ARTICLE II.

DURATION

The Corporation shall have perpetual existence.

ARTICLE III.

PURPOSES OF THE CORPORATION

The Corporation is organized for the following purposes:

1. To provide temporary employment services; and
2. To do any acts and perform any business permitted by the Idaho Business Corporation Act.

ARTICLES OF INCORPORATION - 1

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ARTICLE IV.
SHARES

The class, aggregate number and par value per share of the shares that the Corporation is authorized to issue are as follows:

<u>Class</u>	<u>Number</u>	<u>Par Value Per Share</u>
Common	1,000	\$1.00

ARTICLE V.
INITIAL REGISTERED OFFICE AND AGENT

The address of the initial registered office of the Corporation is Dillion, Bosch, Daw & Bock, Chartered, 242 North 8th Street, Suite 200, Boise, Idaho 83702, and the name of its initial registered agent at such address is Lee Dillion.

ARTICLE VI.
INITIAL BOARD OF DIRECTORS

The number of Directors constituting the initial Board of Directors of the Corporation is one (1) and the names and addresses of the persons who are to serve as the initial Directors are:

NAME	ADDRESS
Jane Motes	2801 Atlantic Avenue Long Beach, CA 90801-1428

**ARTICLE VII.
INCORPORATOR**

The name and address of the incorporator is:

NAME

Lee B. Dillion

ADDRESS

Dillion, Bosch, Daw & Bock,
Chartered
242 North 8th Street, Suite 200
Boise, Idaho 83702

SIGNATURE OF INCORPORATOR

Dated: January 22, 1997

