

AMENDED AND RESTATED ARTICLES OF INCORPORATION OF LEADERSHIP SYSTEMS, INC.

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

I. NAME

The name of the corporation is LEADERSHIP SYSTEMS, INC.

II. DURATION

The period of its duration is perpetual.

III. PURPOSES

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

IV. STOCK

The aggregate number of shares which this corporation shall have the authority to issue One Thousand (1,000) shares common voting stock without par value.

V. PRINCIPAL PLACE OF BUSINESS AND REGISTERED AGENT

The address of the registered office of the corporation is 600 W. 120 N., P.O. Box 401, Driggs, ID 83422, and the name of the registered agent at such address is ROBERT E. FOSTER.

VI. INITIAL DIRECTORS

The number of directors constituting the initial board of directors of the corporation is two (2), and the names and addresses of the persons who are to serve as directors until their successors are elected and shall qualify are:

FILED EFFECTIVE

05 MAY 4 AM 8:33
STATE OF IDAHO
STATE OF IDAHO

ROBERT E. FOSTER, 600 W. 120 N., P.O. Box 401, Driggs, ID 83422

LISA L. FOSTER, 600 W. 120 N., P.O. Box 401, Driggs, ID 83422

VIII. INCORPORATORS

The name and address of each incorporator is:

ROBERT E. FOSTER, 600 W. 120 N., P.O. Box 401, Driggs, ID 83422

LISA L. FOSTER, 600 W. 120 N., P.O. Box 401, Driggs, ID 83422

DATED this 8 day of ^{APRIL}~~March~~, 2005.

Robert E. Foster
Robert E. Foster

Lisa L. Foster
Lisa L. Foster

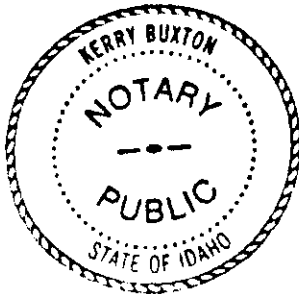
STATE OF IDAHO)

County of Idaho)^{SS}

On this 8 day of ^{April}~~March~~, 2005, before me, the undersigned, a Notary Public, in and for said State, personally appeared Robert E. Foster, known or identified to me to be the person whose name is subscribed to the foregoing instrument, and acknowledged to me that he executed the same.

IN WITNESS WHEREOF, I have hereunto set my hand and affixed my official seal the day and year in this certificate first above written.

(seal)



Kerry Buxton
NOTARY PUBLIC FOR IDAHO

Residing at: Driggs, ID

My Commission Expires: 2-1-08

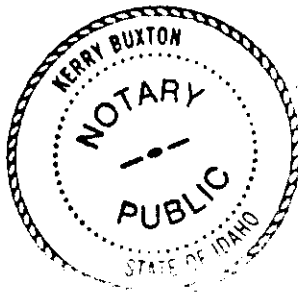
STATE OF IDAHO)

County of Teton)^{SS}

On this 8 day of April, 2005, before me, the undersigned, a Notary Public, in and for said State, personally appeared Lisa L. Foster, known or identified to me to be the person whose name is subscribed to the foregoing instrument, and acknowledged to me that she executed the same.

IN WITNESS WHEREOF, I have hereunto set my hand and affixed my official seal the day and year in this certificate first above written.

(seal)




NOTARY PUBLIC FOR IDAHO

Residing at: Dodge St. ID

My Commission Expires: 2-1-08