State of Idaho

Department of State

CERTIFICATE OF INCORPORATION
OF

APOGEE PROFESSIONAL STAFFING, INC. File number C 108269

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.

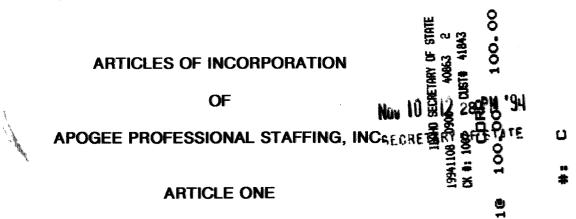
ACCORDINGLY and by virtue of the authority vested in me by law, I issue this Certificate of Incorporation and attach hereto a duplicate original of the Articles of Incorporation.

Dated: November 10, 1994

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The name of the corporation is Apogee Professional Staffing, Inc.

ARTICLE TWO

The period of its duration is perpetual.

ARTICLE THREE

The purpose for which the corporation is organized is the transaction of any or all lawful business for which corporations may be incorporated under statute and applicable laws as provided by the State of Idaho.

ARTICLE FOUR

The aggregate number of shares which the corporation shall have authority to issue is 100,000 of no stated par value.

ARTICLE FIVE

The corporation will not commence business until it has received for the issuance of shares consideration of the value of One Thousand (\$1,000.00) consisting of money, labor done, or property actually received.

ARTICLE SIX

The street address of its initial registered office is 355 N. Orchard, Suite 235, Boise, Idaho 83704, and the name of its initial registered agent at such address is Mr. Jerry Hedrick.

ARTICLE SEVEN

The number of directors constituting the initial board of directors is three and the names and addresses of the person or persons who are to serve as directors until the first annual meeting of the shareholders or until their successors are elected and qualified are:

Name

(city): Roise

Mailing Address

3626 Field Stone Drive, Carrollton, TX 75007 Bruce Petrick 3626 Field Stone Drive, Carrollton, TX 75007 Jill Petrick Jerry Hedrick 4710 Normandie, Boise, ID 83705 ARTICLE EIGHT The board of directors is empowered to make, alter or repeal, the bylaws of the corporation without restriction of their powers conferred by statute. ARTICLE NINE The name and address of each incorporator is: Name Mailing Address Bruce Petrick 3626 Field Stone Drive, Carrollton, TX 75007 3626 Field Stone Drive, Carrollton, TX 75007 Jill Petrick 4710 Normandie, Boise, ID 83705 Jerry Hedrick ARTICLE TEN The powers of the incorporators cease upon filing of the Articles of Incorporation. ARTICLE ELEVEN No shares are the subject of a public offering. We, Bruce Petrick, Jill Petrick, Jerry Hedrick, for the purpose of forming a corporation as provided by statute and applicable law by the State of Idaho, endorse these Articles and certify that these facts are true. We have signed this on the _____ 4th ___ day of November, 1994.

(state): Idaho (county): Ada