

Department of State.

**CERTIFICATE OF AUTHORITY
OF**

ADIA SERVICES, INC.

I, PETE T. CENARRUSA, Secretary of State of the State of Idaho, hereby certify that duplicate originals of an Application of ADIA SERVICES, INC.

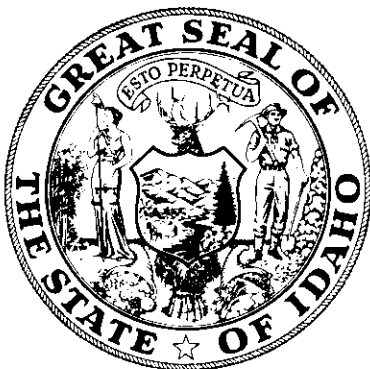
_____ for a Certificate of Authority to transact business in this State,
duly signed and verified pursuant to the provisions of the Idaho Business Corporation Act, have
been received in this office and are found to conform to law.

ACCORDINGLY and by virtue of the authority vested in me by law, I issue this Certificate of Authority to ADIA SERVICES, INC.

to transact business in this State under the name ADIA SERVICES, INC.

_____ and attach hereto a duplicate original of the Application
for such Certificate.

Dated **November 19, 1982**



Robt. C. Cavanaugh

SECRETARY OF STATE

Corporation Clerk

APPLICATION FOR CERTIFICATE OF AUTHORITY

To the Secretary of State of Idaho.

Pursuant to Section 30-1-110, Idaho Code, the undersigned Corporation hereby applies for a Certificate of Authority to transact business in your State, and for that purpose submits the following statement:

1. The name of the corporation is ADIA SERVICES, INC.
2. *The name which it shall use in Idaho is _____
3. It is incorporated under the laws of California
4. The date of its incorporation is April 25, 1972 and the period of its duration is Perpetual
5. The address of its principal office in the state or country under the laws of which it is incorporated is 64 Willow Place, Menlo Park, California 94025
6. The address of its proposed registered office in Idaho is 300 North 6th Street
Boise, Idaho 83701, and the name of its proposed registered agent in Idaho at that address is C T CORPORATION SYSTEM
7. The purpose or purposes which it proposes to pursue in the transaction of business in Idaho are:
To provide temporary help services to other businesses.

8. The names and respective addresses of its directors and officers are:

Name	Office	Address
<u>See attached list</u>		
_____	_____	_____
_____	_____	_____
_____	_____	_____

9. The aggregate number of shares which it has authority to issue, itemized by classes, par value of shares, and shares without par value, is:

Number of Shares	Class	Par Value Per Share or Statement That Shares Are Without Par Value
<u>3,000,000</u>	<u>Common</u>	<u>\$1.00 per share</u>
_____	_____	_____
_____	_____	_____

(continued on reverse)

10. The aggregate number of its issued shares, itemized by classes, par value of shares, and shares without par value, is:

Number of Shares	Class	Par Value Per Share or Statement That Shares Are Without Par Value
<u>850,000</u>	<u>Common</u>	<u>\$1.00 per share</u>
_____	_____	_____
_____	_____	_____

11. The corporation accepts and shall comply with the provisions of the Constitution and the laws of the State of Idaho,

12. This Application is accompanied by a copy of its articles of incorporation and amendments thereto, duly authenticated by the proper officer of the state or country under the laws of which it is incorporated.

Dated November 2, 19 82.

ADIA SERVICES, INC.

By John W. Hamachek
John W. Hamachek
Its Vice President

and Doreen R. Penfield
Doreen R. Penfield
Its Ass't. Secretary

STATE OF CALIFORNIA)
COUNTY OF SAN MATEO) ss:

I, Kristine T. Halsey, a notary public, do hereby certify that on this 2nd day of November, 19 82, personally appeared before me John W. Hamachek, who being by me first duly sworn, declared that he is the Vice President of ADIA SERVICES, INC.

that he signed the foregoing document as Vice President of the corporation and that the statements therein contained are true.



Kristine T. Halsey
Notary Public

My Commission Expires September 23, 1983

(1), Idaho Code, if the corporation assumes a name other than its true name, this application must be accompanied by a resolution of the Board of Directors to that effect.

ADIA SERVICES, INC.

LIST OF OFFICERS AND DIRECTORS

Henri F. Lavanchy
La Chateau, 1030 Mex
Lausanne, Switzerland

Director

Yves J. Paternot
Grand Pont 12, CH1000
Lausanne, Switzerland

Director

Walter W. Macauley
14842 Andrew Court
Saratoga, CA 95070

President

John W. Hamachek
437 Ferne Avenue
Palo Alto, CA 94306

Vice President, Finance
and Treasurer

Doreen R. Penfield
13190 Via Blanc Street
Saratoga, CA 95070

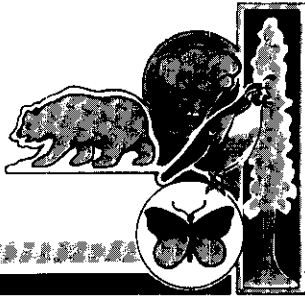
Vice President, Adminis-
tration and Assistant
Secretary

Robert R. Tufts
650 California Street
San Francisco, CA 94108

Secretary

Rebecca L. Downing
1805 Los Altos Drive
San Mateo, CA 94402

Assistant Treasurer



State of California

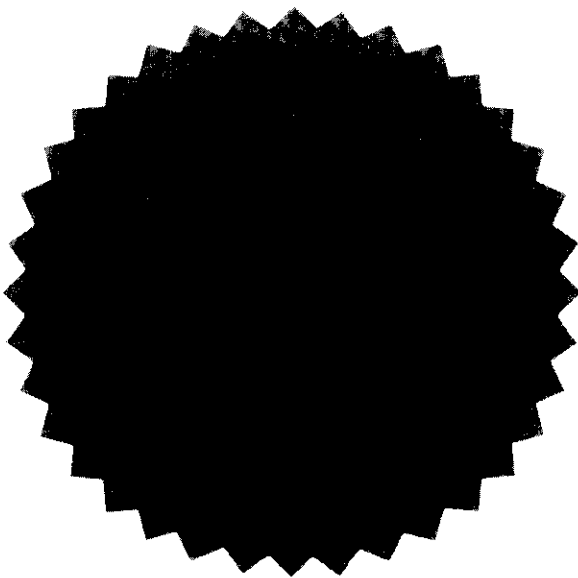
OFFICE OF THE SECRETARY OF STATE

I, *MARCH FONG EU*, Secretary of State of the State of California, hereby certify:

That the annexed transcript was prepared by and in this office from the record on file, of which it purports to be a copy, and that it is full, true and correct.

IN WITNESS WHEREOF, I execute
this certificate and affix the Great
Seal of the State of California this

NOV 16 1982



March Fong Eu

Secretary of State

650126

ARTICLES OF INCORPORATION
OF
ADIA SERVICES, INC.

FILED

In the office of the Secretary of State
of the State of California

APR 25 1972

EDMUND G. BROWN Jr., Secretary of State

By *[Signature]*
Deputy

KNOW ALL MEN BY THESE PRESENTS:

That we, the undersigned, have this day voluntarily associated ourselves together for the purpose of forming a corporation under the laws of the State of California.

FIRST: The name of the corporation is ADIA SERVICES, INC.

SECOND: The purposes for which the corporation is formed are:

- A. To engage in, and to conduct in all of its branches and details, as principal, agent and/or partner, the business of providing temporary clerical, industrial labor and other temporary services, and payroll services, to other businesses;
- B. To engage in any business related or unrelated to those above described and from time to time authorized or approved by the Board of Directors of the corporation;
- C. To act as partner or joint venturer or in any other legal capacity in any transaction;
- D. To do business anywhere in the world; and
- E. To have and exercise all rights and powers from time to time granted to a corporation by law.

The objects, purposes and powers specified herein shall, except as otherwise expressed, be in no way limited or restricted by reference to or inference from the terms of any other clause or paragraph of these Articles of Incorporation. The objects, purposes and powers specified in each of the clauses or paragraphs of these Articles of Incorporation shall be regarded as independent objects, purposes and powers.

THIRD: The county in the State of California where the principal office for the transaction of business of the corporation is to be located is the County of Santa Clara.

FOURTH:

- A. The number of directors of this corporation shall be three (3) and the names and addresses of the persons who are appointed to act until the first annual meeting of the shareholders or until the selection and qualification of their successors are as follows:

Restrictions as to
No

Henry P. Massey, Jr., 650 California Street, San Francisco, Ca.
Robert R. Tufts, 650 California Street, San Francisco, Ca.
Roy L. Farrow, 650 California Street, San Francisco, Ca.

B. The number of directors of this corporation may be changed by either amendment of the Articles of Incorporation of this corporation or by amendment of the By-Laws of this corporation approved by a vote or written consent of a majority of the shareholders of this corporation entitled to vote.

FIFTH: The corporation is authorized to issue only one class of shares; the total number thereof is 3,000,000; the aggregate par value thereof is \$3,000,000.00; and the par value of each share is \$1.00.

IN WITNESS WHEREOF, the undersigned and above-named incorporators and first directors of this corporation have executed these Articles of Incorporation on the 24th day of April, 1972.

Henry P. Massey, Jr.
Henry P. Massey, Jr.

Robert R. Tufts
Robert R. Tufts

Roy L. Farrow
Roy L. Farrow

STATE OF CALIFORNIA)
) ss.
CITY AND COUNTY OF SAN FRANCISCO)

On this 24th day of April, 1972, before me, a Notary Public in and for the State of California, personally appeared Henry P. Massey, Jr., Robert R. Tufts and Roy L. Farrow, known to me to be the persons whose names are subscribed to and who executed the foregoing Articles of Incorporation and acknowledged to me that they executed the same.

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

Helen Kitterbaugh

