

State of Idaho

Department of State

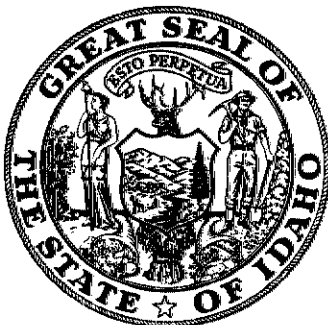
CERTIFICATE OF AUTHORITY OF

OLSTEN STAFFING SERVICES, INC.
File number C 110525

I, PETE T. CENARRUSA, Secretary of State of the State of Idaho, hereby certify that duplicate originals of an Application of OLSTEN STAFFING 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 OLSTEN STAFFING SERVICES, INC. to transact business in this State under the name OLSTEN STAFFING SERVICES, INC. and attach hereto a duplicate original of the Application for such Certificate.

Dated: May 9, 1995



Pete T. Cenarrusa
SECRETARY OF STATE

By

[Signature]

APPLICATION FOR CERTIFICATE OF AUTHORITY

MAY 9 10 25 AM '95

(Profit Corporation)

SECRETARY OF STATE

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 Olsten Staffing Services, Inc.

2. The name which it shall use in Idaho is _____

(To be used only when required to avoid a conflict with a name already on file. Must be accompanied by a Board of Directors resolution adopting assumed name in Idaho.)

3. It is incorporated under the laws of Texas

4. The date of its incorporation is August 18, 1980 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 15851 Dallas Pkwy, Dallas, Texas 75248

6. The address to which correspondence should be addressed, if different from that in item 5. 175 Broad Hollow Road, Melville, New York 11747

7. The street 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

8. The purpose or purposes which it is proposed to pursue in the transaction of business in Idaho are:

The purpose of the corporation is to engage in any lawful act or activity for which corporations may be organized to do business under the laws of Idaho.

(Continued on reverse)

Application and certificate of status to:

Office of the Secretary of State
Division of Corporations
Statehouse, Room 203
Boise, Idaho 83720

Secretary of State use only

IDAHO SECRETARY OF STATE
19950509 0900 87619 3
CK #: 57969 CUST# 4567

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

Name	Office	Address
<u>Frank N. Liquori</u>	<u>Director</u>	<u>175 Broad Hollow Road, Melville, New York 11747</u>
<u>Stuart Olsten</u>	<u>Director</u>	<u>175 Broad Hollow Road, Melville, New York 11747</u>
<u>Richard A. Piske III</u>	<u>President and Director</u>	<u>175 Broad Hollow Road, Melville, New York 11747</u>
<u>William P. Costantini</u>	<u>Senior Vice President</u>	<u>175 Broad Hollow Road, Melville, New York 11747</u>
<u>Anthony J. Puglisi</u>	<u>Senior Vice President/Treasurer</u>	<u>175 Broad Hollow Road, Melville, New York 11747</u>
<u>Laurin L. Laderoute, Jr</u>	<u>Vice President/Secretary</u>	<u>175 Broad Hollow Road, Melville, New York 11747</u>

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

11. This application is accompanied by a Certificate of Corporate Status or Existence, duly authenticated by the proper officer of the state or country under the laws of which it is incorporated.

Dated: 1/5/95

Olsten Staffing Services, Inc.

(Corporation Name)

By

William P. Costantini Its President Vice President (please specify)

and

Laurin L. Laderoute, Jr Its Secretary/Assistant Secretary (please specify)

STATE OF New York

)ss:

COUNTY OF Suffolk

I, Diana Karabelas

, a notary public, do hereby certify that on

this 5th day of January, 19 95, personally appeared before

me Laurin L. Laderoute, Jr, who being by me first duly sworn, declared that (s)he

is the Secretary of

Olsten Staffing Services, Inc.

that (s)he signed the foregoing documents as Secretary of the corporation and that the statements therein contained are true.

DIANA R. KARABELAS
Notary Public, State of New York
No. 02KA5024327
Qualified in Nassau County
Commission Expires March 7, 1996

Diana R. Karabelas

Notary Public

MAY 9 10 25 AM '95
SECRETARY OF STATE



The State of Texas

SECRETARY OF STATE

IT IS HEREBY CERTIFIED, that
Articles of Incorporation
of

OLSTEN STAFFING SERVICES, INC.

were filed in this office and a certificate of incorporation was issued on
AUGUST 18, 1980;

IT IS FURTHER CERTIFIED, that no certificate of dissolution has been issued, and
that the corporation is still in existence.



*IN TESTIMONY WHEREOF, I have hereunto
signed my name officially and caused to be
impressed hereon the Seal of State at my office in
the City of Austin, on May 8, 1995.*

Antonio O. Garza, Jr.

Antonio O. Garza, Jr.
Secretary of State

PH