

CERTIFICATE OF INCORPORATION
OF

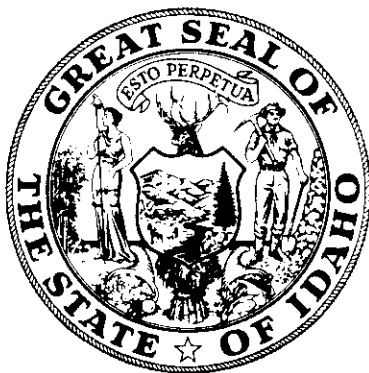
TRS, INC.

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 TRS, INC.

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: **March 1, 1985**



SECRETARY OF STATE

by: _____

ARTICLES OF INCORPORATION
OF
TRS, INC.

The undersigned, who are natural persons of full age and citizens and residents of the State of Idaho and the United States of America, for the purpose of forming a corporation under the laws of the State of Idaho, hereby certify and declare:

ARTICLE I.

The name of this corporation shall be TRS, INC.

ARTICLE II.

The purposes for which it is formed are:

Total job preparation for employers and employees and any and all lawful purposes for which corporations can be organized.

ARTICLE III.

The duration of the corporation shall be perpetual.

ARTICLE IV.

The location of the corporation and its initial registered office is 1650 Overland Avenue, City of Burley, County of Cassia, State of Idaho 83318. The initial registered agent at such address shall be Christine B. Schiers.

ARTICLE V.

The name and mailing address of each incorporator of this corporation are as follows:

Christine B. Schiers	1850 Summerset	Heyburn, ID
Michael Schiers	1850 Summerset	Heyburn, ID

ARTICLE VI.


The total authorized number of shares of this corporation shall be forty thousand (40,000) shares with a \$1.00 par value, all having the same relative rights, preferences and restrictions on the sale and transfer of the same as set out in the By-Laws of the Corporation.

ARTICLE VII.

The above named incorporators shall also constitute the initial board of directors of this corporation until the first annual meeting of the stockholders.

IN WITNESS WHEREOF, We have made and subscribed these Articles of Incorporation in duplicate originals this 28th day of December, 1984.

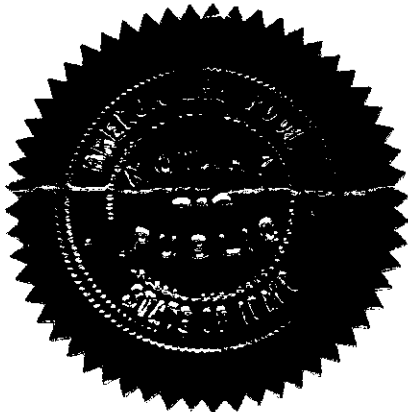

Christine B. Schiers



Mike Schiers

STATE OF IDAHO)
) ss.
County of Cassia)

On this 28th day of December, 1984, before me, the undersigned, a Notary Public in and for said State, personally appeared CHRISTINE SCHIERS and MIKE SCHIERS, known to me to be the persons whose names are subscribed to the within instrument 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.




Notary Public for Idaho
Residing at Burley, Idaho
My commission expires: 7-28-85