



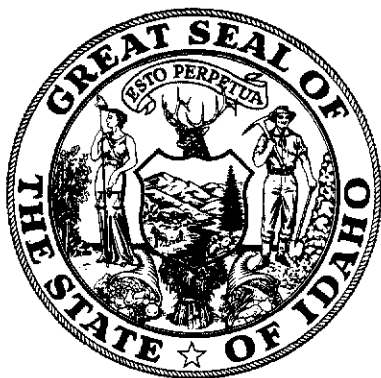
CERTIFICATE OF INCORPORATION
OF

LABOR ADMINISTRATION SERVICES OF IDAHO, 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 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: June 30, 1987



A handwritten signature in cursive script, reading "Pete T. Cenarrusa".

SECRETARY OF STATE

by: _____

ARTICLES OF INCORPORATION
OF
LABOR ADMINISTRATION SERVICES OF IDAHO, INC.

RECEIVED
SEC. OF STATE

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ARTICLE I

NAME

The name of this corporation is LABOR
ADMINISTRATION SERVICES OF IDAHO, INC.

ARTICLE II

DURATION

This corporation shall have perpetual existence.

ARTICLE III

PURPOSES

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

ARTICLE IV

CAPITALIZATION

This corporation is authorized to issue only one
class of shares, which shall be designated "common" shares.
The total authorized number of such shares, which may be
issued is 1,000. All of such shares shall have a ONE DOLLAR
(\$1.00) par value.

ARTICLE V

PRINCIPAL OFFICE AND AGENT

The location in the State of Idaho where the
principal office for the transaction of the business of this
corporation is to be located shall be the City of Ketchum.
The name and address in this state of the corporation's
initial registered agent is Robert W. Kohli, 791 Warm
Springs Road, Post Office Box 3538, Ketchum, Idaho 83340.

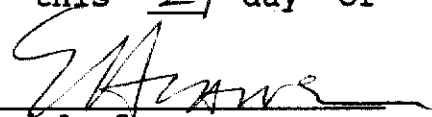
ARTICLE VI

INCORPORATORS AND DIRECTORS

The incorporator(s) and initial director(s) and their addresses are as follows:

<u>NAME</u>	<u>ADDRESS</u>
EDWARD A. LAWSON	Post Office Box 297 Ketchum, Idaho 83340


IN WITNESS WHEREOF, for the purpose for forming this corporation under the laws of the State of Idaho, the undersigned incorporator of this corporation has executed these Articles of Incorporation this 29 day of June, 1987.


Edward A. Lawson
Incorporator

STATE OF Idaho)
COUNTY OF Blaine) ss.

On this 29 day of June, 1987, before me, the undersigned, a Notary Public in and for said county and state, personally appeared Edward A. Lawson, known to me to be the person whose name subscribed to the within instrument, and acknowledged to me that he executed the same.

WITNESS my hand and official seal.


Notary Public for Idaho
Residing at Boley

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