

State of Idaho

Department of State

CERTIFICATE OF INCORPORATION OF

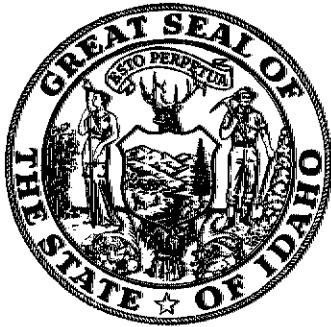
CONTRACTOR STAFFING SERVICES, INC.

File number C 114623

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: April 18, 1996



Pete T. Cenarrusa
SECRETARY OF STATE

By Ma Sike

ARTICLES OF INCORPORATION ~~APR 18~~ 4 53 PM '96

OF
SECRETARY OF STATE
STATE OF IDAHO
CONTRACTOR STAFFING SERVICES, INC.

The undersigned, acting as incorporators of a corporation under the Idaho Business Corporation Act, adopts the following Articles of Incorporation for such corporation.

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

SECOND: The period of its duration is perpetual.

THIRD: The purpose or purposes for which the corporation is organized are the transaction of any and all business for which corporations may be incorporated under the Idaho Business Corporation Act, including contracting services, consulting services, and contracting management.

FOURTH: The aggregate number of shares which the corporation shall have authority to issue is 50,000 shares, at no par value per share.

FIFTH: Provisions denying preemptive rights are: None.

SIXTH: Provisions for the regulation of the internal affairs of the corporation are: None.

SEVENTH: The address of the initial registered office of the corporation is 3500 South Terri, Meridian, Idaho 83642, and the name of its initial registered agent at such address is Lynn Fackrell.

IDAHO SECRETARY OF STATE
DATE 04/19/1996 0900 55758

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EIGHTH: The number of directors constituting the initial board of directors of the corporation is one (1), and the names and addresses of the persons who will serve as directors until the first annual meeting of shareholders or until his/her successor is elected and shall qualify are:

<u>NAME</u>	<u>ADDRESS</u>
Sam Fackrell	3 Federal Square Mansfield, CT 06250

NINTH: The name and address of the incorporator is:

Walter H. Bithell
101 S. Capitol Boulevard, Suite 1400
Boise, Idaho 83702

DATED this 17th day of April, 1996.



Walter H. Bithell

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