

State of Idaho

Department of State.

CERTIFICATE OF INCORPORATION OF

A.D.S.T. 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: February 8, 1988



Pete T. Cenarrusa
SECRETARY OF STATE

by: *Sandra Matthews*

ARTICLES OF INCORPORATION

FEB 8 10 12 AM '88

A-D-S-T. INC

SECRETARY OF STATE

I

The name of this corporation shall be A-D-S-T. INC.

II

This corporation shall have perpetual existence.

III

The purposes for which this corporation is organized are:

- (a) Temporary Personnel Placement
- (b) Pre-employment Testing
- (c) Employment Agency
- (d) For any or all lawful business for which

corporations may be incorporated under the laws of Idaho.

IV

This corporation is authorized to issue 100,000 shares of common stock at par value of \$1.00 per share.

V

The number of directors constituting the initial board of directors shall be four who shall serve as the board until the first annual meeting of shareholders or until their successors be elected and qualify. Their name and address are set forth as follows:

Lyle Talbot
6886 Cascade
Boise, Idaho 83704

Ron Atkins
3960 Star Valley Road
Boise, Idaho 83709

Diane DeChenne
1155 N. Maple Grove
Boise, Idaho 83704

Dennis Stover
1287 Oriole Way
Boise, Idaho 83709

VI

The officers of the corporation shall be determined by the board of directors and set forth in the by-laws.

VII

These Articles of Incorporation may be amended after approval by the Board of Directors and by a vote of a simple majority of the shareholders.

VIII

The name and post office address of the incorporators are as follows:

Lyle Talbot
6886 Cascade
Boise, Idaho 83704

Ron Atkins
3960 Star Valley Road
Boise, Idaho 83709

Diane DeChenne
1155 N. Maple Grove
Boise, Idaho 83704

Dennis Stover
1287 Oriole Way
Boise, Idaho 83709

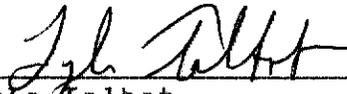
IX

The Board of Directors shall have the power to adopt, amend, and repeal the By-Laws of the corporation.

X

The name of the registered agent of this corporation shall be: William J. Tway, Tway & Rosenheim, 515 W. Hays Street, Boise, ID 83702.

IN WITNESS WHEREFORE I have hereunto set my hand and seal to these Articles of Incorporation this 2nd day of February, 1988.



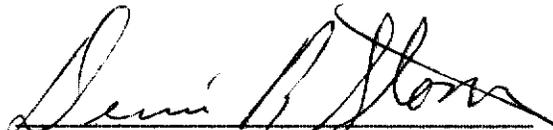
Lyle Talbot



Ron Atkins



Diane DeChenne



Dennis Stover