



CERTIFICATE OF ORGANIZATION LIMITED LIABILITY COMPANY

(Instructions on back of application)

2013 JAN -2 PM 12: 27

SECRETARY OF STATE
STATE OF IDAHO

1. The name of the limited liability company is:

Sykes Management LLC

2. The complete street and mailing addresses of the initial designated office:

1170 East Shenandoah Court, Boise, Idaho 83702

(Street Address)

(Mailing Address, if different than street address)

3. The name and complete street address of the registered agent:

Stephen Telford

(Name)

1303 12th Avenue South, Nampa, Idaho 83651

(Street Address)

4. The name and address of at least one member or manager of the limited liability company:

Name

Address

Eugene C. Sykes Jr.

1170 East Shenandoah Court, Boise, Idaho 83702

5. Mailing address for future correspondence (annual report notices):

1030 12th Avenue South, Nampa, Idaho 83651

6. Future effective date of filing (optional):

Signature of a manager, member or authorized person.

Signature

Typed Name: Eugene C. Sykes Jr. : Manager

Signature

Typed Name:

Secretary of State use only

IDAHO SECRETARY OF STATE
01/02/2013 05:00
CK: 149 CT: 273247 BH: 1353007
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