

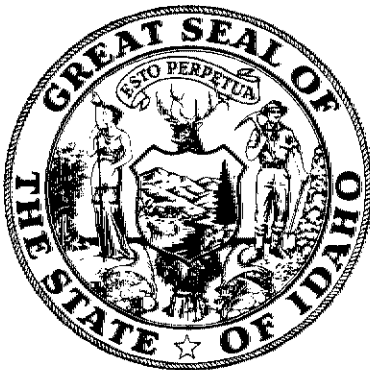
CERTIFICATE OF INCORPORATION  
OF

IDAHO FALLS MAYOR'S COMMITTEE ON EMPLOYMENT OF THE HANDICAPPED AND  
OLDER WORKERS, INC. (THE)

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 IDAHO FALLS MAYOR'S  
COMMITTEE ON EMPLOYMENT OF THE HANDICAPPED AND OLDER WORKERS, INC.  
duly signed pursuant to the provisions of the Idaho Nonprofit 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 25, , 1987 .



SECRETARY OF STATE

Corporation Clerk

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ARTICLES OF INCORPORATION  
of  
THE IDAHO FALLS MAYOR'S COMMITTEE  
ON EMPLOYMENT OF THE HANDICAPPED AND OLDER WORKERS, INC.

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

FIRST: The name of the corporation is: THE IDAHO FALLS MAYOR'S COMMITTEE ON EMPLOYMENT OF THE HANDICAPPED AND OLDER WORKERS, INC.

SECOND: The corporation shall be a non-profit corporation.

THIRD: The period of its duration is perpetual.

FOURTH: The purposes for which the corporation is organized are exclusively charitable, and are to engage in and promote charitable purposes within the meaning of Section 501(c)(3) of the Internal Revenue Code of 1954, as amended. Such purposes shall include, but are not limited to, the following:

(A) To educate the public in general and employers in particular to the needs and special abilities of handicapped and older workers;

(B ) To promote a better public understanding of the outstanding performance of physically handicapped and older workers when properly placed;

(C) To promote increased employment on a year-round basis of handicapped and older workers;

(D) To develop and promote a better understanding by the handicapped and older workers of vocational rehabilitation services, training and placement services available to them;

(E) The corporation shall exercise all other rights and powers conferred upon corporations formed under the general non-profit corporation laws of the State of Idaho, provided, however, that the corporation shall not engage in any activities or exercise any powers, including any which may be specifically

mentioned herein, which are not in furtherance of the specific and primary charitable purpose of this organization.

All of the foregoing purposes and powers shall be exercised exclusively for charitable purposes in such manner that the corporation shall qualify as an exempt corporation under 501(c)(3) of the Internal Revenue Code of 1954, as it now exists or may hereafter be amended, and under the applicable state law provisions as they currently exist and may hereafter be amended.

FIFTH: The corporation shall have members of two classes, and shall be governed by a Board of Directors. The rights of these regular members, associate members, and directors shall be as set forth in the By-Laws of the corporation.

SIXTH: Provisions for the regulation of the internal affairs of the corporation are as provided in the By-Laws and as said By-Laws may from time to time be amended.

SEVENTH: The name of the initial registered agent is Peggy Summers and the address of that agent is 165 N. Morningside, Idaho Falls, Bonneville County, Idaho.

EIGHTH: The names and addresses of the initial directors on the board of directors are as follows:

Ms. Peggy Summers  
165 N. Morningside  
Idaho Falls, Idaho 83401

Steve James  
3835 Georgia Lane  
Idaho Falls, Idaho 83401

Ms. Mikki Sprague  
719 Cambridge  
Idaho Falls, Idaho 83401

Wallace Cummings  
1529 Beverly Road  
Idaho Falls, Idaho 83401

The foregoing directors shall serve until the first annual meeting of the members of the corporation or until their successors and/or any additional directors are elected and qualify.

NINTH: The names and address of the incorporators are as follows:

Ms. Peggy Summers  
165 N. Morninside  
Idaho Falls, Idaho 83401


Steve James  
3835 Georgia Lane  
Idaho Falls, Idaho 83401

TENTH: In the event of the dissolution of the corporation, no member shall be entitled to any distribution or division of its remaining property or its proceeds, and the balance of all money and other property received by the corporation from any source, after the payment of all debts and obligations of the corporation, shall be used or distributed exclusively for purposes within the intent of §501(c)(3) of the Internal Revenue Code as the same now exists or as it may be amended from time to time.


ELEVENTH: No part of the income of the corporation shall inure to the benefit of any member, trustee, director, officer of the corporation or any private individual (except that reasonable compensation may be paid for services rendered to or for the corporation for its legitimate purposes), and no member or officer of the corporation or any private individual shall be entitled to share in the distribution of any of the corporate assets on dissolution of the corporation.

TWELFTH: The corporation shall distribute its income for each taxable year at such time and in such manner as not to subject it to tax under §4942 of the Internal Revenue Code, as amended, and in addition the corporation shall not engage in any act of self-dealing as defined in §4941(d) of the Code; retain any excess business holdings as defined in §4943(c) of the Code; make any investments in such manner as to subject the corporation to tax under §4944 of the Code; or make any taxable expenditure as defined in §4945(d) of the Code.

Date: March 4, 1987.

  
Peggy Summers, incorporator

Date: March 4, 1987.

  
Steve James, incorporator

Date: March 4, 1987.