

Reg Fee: \$150.00

ID Number: 117527



STATE OF RHODE ISLAND AND PROVIDENCE PLANTATIONS

Office of the Secretary of State
Corporations Division
100 North Main Street
Providence, Rhode Island 02903-1335

BUSINESS CORPORATION

ARTICLES OF INCORPORATION
(To Be Filed In Duplicate Original)

The undersigned acting as incorporator(s) of a corporation under Chapter 7-1.1 of the General Laws, 1956, as amended, adopt(s) the following Articles of Incorporation for such corporation:

1. The name of the corporation is Search Associates, Inc.

(This is a close corporation pursuant to § 7-1.1-51 of the General Laws, 1956, as amended.) (Strike if inapplicable.)

2. The period of its duration is (if perpetual, so state) perpetual

3. The specific purpose or purposes for which the corporation is organized are:

The execution of this personnel recruiting service
known as Executive Search

4. The aggregate number of shares which the corporation shall have authority to issue is:

(a) If only one class: Total number of shares 100 (If the authorized shares are to consist of one class only state the par value of such shares or a statement that all of such shares are to be without par value.):

these shares are to be without par value.

or

(b) If more than one class: Total number of shares _____ (State (A) the number of shares of each class thereof that are to have a par value and the par value of each share of each such class, and/or (B) the number of such shares that are to be without par value, and (C) a statement of all or any of the designations and the powers, preferences and rights, including voting rights, and the qualifications, limitations or restrictions thereof, which are permitted by the provisions of Chapter 7-1.1 of the General Laws, 1956, as amended, in respect of any class or classes of stock of the corporation and the fixing of which by the articles of association is desired, and an express grant of such authority as it may then be desired to grant to the board of directors to fix by vote or votes any thereof that may be desired but which shall not be fixed by the articles.):

5. Provisions, if any, dealing with the preemptive right of shareholders pursuant to § 7-1.1-24 of the General Laws, 1956, as amended:

No provisions

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6. Provisions, if any, for the regulation of the internal affairs of the corporation:

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No provisions

7. The address of the initial registered office of the corporation is 203 South Main Street
(Street Address, not P.O. Box)
Providence, RI 02903 and the name of its initial registered agent
(City/Town) (Zip Code)
at such address is John R. Sahagian
(Name of Agent)

8. The number of directors constituting the initial board of directors of the corporation is 1 and the names and addresses of the persons who are to serve as directors until the first annual meeting of shareholders or until their successors are elected and shall qualify are: (If this is a close corporation pursuant to Section 7-1.1-51 of the General Laws, 1956, as amended, and there shall be no board of directors, state the titles of the initial officers of the corporation and the names and addresses of the persons who are to serve as officers until the first annual meeting of shareholders or until their successors be elected and qualify.)

Title	Name	Address
<u>President</u>	<u>John R. Sahagian</u>	<u>155 Williams Street Providence, RI</u> <u>02906</u>

9. The name and address of each incorporator is:

Name	Address
<u>John R Sahagian</u>	<u>155 Williams Street Providence, RI 02906</u>

10. Date when corporate existence is to begin April 15th, 2001
(not prior to, nor more than 30 days after, the filing of these articles of incorporation)

Date: March 23, 2001

[Signature]

Signature of each Incorporator

STATE OF Rhode Island
COUNTY OF _____

In Providence, on this 27th day of March, 2001, personally appeared before me John R Sahagian, each and all known to me and known by me to be the parties executing the foregoing instrument, and they severally acknowledged said instrument by them subscribed to be their free act and deed.

Cathryn V. Villanis
Notary Public
My Commission Expires: 3/11/02



March 26, 2001

To Whom It May Concern:

I do not find there to be a conflict between the name Accountech Search Associates and Search Associates, Inc. and find it be acceptable for John R Sahagian to incorporate in the State of Rhode Island under the name Search Associates, Inc.

A handwritten signature in black ink, appearing to read "Cheryl DeWolf", is written over the printed name.

Cheryl DeWolf

President

The Greysmith Companies

d/b/a Accountech Search Associates