ARTICLES OF INCORPORATION WAILER

OF

NOV 16 1987

COMPTIME, INC. 1957 OCT 30 AUR 57

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The undersigned does hereby form a body corporate under and by virtue of the provisions of Chapter 496A of the 1984 Code of Iowa, with all the rights, powers and privileges vested in and conferred upon corporations for pecuniary profit under said provisions, does hereby adopt, execute and acknowledge the following Articles of Incorporation, to wit:

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1988 JAN 13 AM 10:59

MARY E. WELTY
RECORDER
MADISON COUNTY IOWA
Fee \$20.00

The name of the corporation is Comptime, Inc.

ARTICLE I

ARTICLE II

The corporation shall have unlimited power to engage in and do any lawful act concerning any and all lawful businesses for which corporations may be organized under this act.

ARTICLE III

The aggregate number of shares which the corporation shall have the authority to issue is One Hundred Thousand (100,000) shares of common stock of no par value, and One Hundred Thousand (100,000) shares of perferred stock of no par value.

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the voting power shall be vested exclusively in common stock and each share of common stock issued and outstanding shall be entitled to one vote at all regular and special meetings of stock holders except that any shares of the capital stock owned and held by the corporation.

All stock shall be issued as provided by law, and when issued shall be fully paid and nonassessable.

ARTICLE IV

The address of the initial registered office shall be P.O. Box 314, Truro, Iowa 50257, and the name of its initial registered agent is Kevin B. Nowak.

ARTICLE V

The affairs of this corporation shall be managed by a Board of Directors of not less than one nor more than seven in number. The number of directors constituting the initial board are two. The name and addresses of those persons who are to serve as Directors until the first annual meeting of shareholders or until their successors are elected and shall qualify are:

Kevin B. Nowak, 470 N. Jackson, Truro, Iowa 50257

Michele A. Nowak, 470 N. Jackson, Truro, Iowa 50257.

ARTICLE VI

The annual meeting of the shareholders shall be held on the first Tuesday of the second month following the close of the corporation's fiscal year at a place designated by the board of directors. Special meetings of the shareholders may be called by a majority of shareholders holding voting power.

ARTICLE VII

The name and address of the incorporator of this corporation is:

Kevin B. Nowak, 470 N. Jackson, Truro, Iowa 50257

ARTICLE VIII

All instruments executed by the corporation in writing, which are acknowledged, shall be executed by the President if they affect an interest in real estate. The corporation shall not have a seal. All other instruments executed shall be done by the President or other officer designated by the Board of Directors.

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name this 30th day of October, 1987.
Kan B. Nowak
Kevin B. Nowak
State of Iowa)
) ss:
County of Polk)
On this 30th day of October, 1987.
before me, the undersigned Notary Public, in and for the said
county, state of Iowa, personally appeared Kevin B. Nowak, to me
personally known to be the person whose name is subscribed to
and who executed the foregoing Articles of Incorporation and
acknowledged execution therof to be his free and voluntary act
and deed.
WITNESS MY HAND AND SEAL at Acs Moines.
Iowa the day and year above written.
THE L. KOCH
Towa . Orline L. Kockler
Notary Public in and for the State of Iowa
OFFICE OF THE CONTRACT OF STATE DESCRIPTION OF STATE
This instrument recorded to Page Page Oct 30, 1987 Expires Page Co. 10. C14593.74 Ecception Filed by Kevin Novak POSO 2414
Filed by Kevin Nowak, POBOX 314, Truro, IA SO257 Filing Fee 50.00 Paradia to Secretary of State
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