

CERTIFICATE OF INCORPORATION

OF

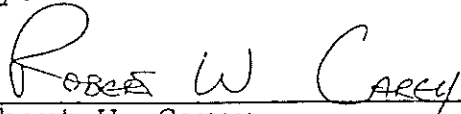
EMPLOYEE NETWORK, INC.

Under Section 402 of the Business Corporation Law

The undersigned, being over 18 years of age, for the purpose of forming a corporation under Section 402 of the Business Corporation Law, states:

1. The name of the corporation is EMPLOYEE NETWORK, INC.
2. The purposes for which it is formed are to engage in any lawful act or activity for which corporations may be organized under the Business Corporation Law; however, it is not formed to engage in any act or activity requiring the consent or approval of any state official, department, board, agency or other body without such consent or approval first being obtained.
3. The office of the corporation shall be located in Broome County, New York.
4. The aggregate number of shares which the corporation shall have authority to issue is 200 shares which shall be without par value.
5. The Secretary of State is designated as agent of the corporation upon whom process against it may be served. The post office address to which the Secretary of State shall mail a copy of any process against it served upon him is c/o James R. Franz, Hinman, Howard & Kattell, 700 Security Mutual Building, 80 Exchange Street, Binghamton, New York 13901-3490.

IN WITNESS WHEREOF, I have signed this Certificate on the 7th day of October, 1986, and I affirm the statements contained herein as true under the penalties of perjury.



Robert W. Carey
182 Matthews Street
Binghamton, New York 13905
Incorporator