

ARTICLES OF INCORPORATION

of

CALIFORNIA ASSOCIATION OF WORKPLACE INVESTIGATORS, INC.

I

The name of this corporation is CALIFORNIA ASSOCIATION OF WORKPLACE INVESTIGATORS, INC.

II

This corporation is a Nonprofit Mutual Benefit Corporation organized under the Nonprofit Mutual Benefit Corporation Law. The purpose of this corporation is to engage in any lawful act or activity, other than credit union business, for which a corporation may be organized under such law.

III

The specific purpose of this corporation is to promote and enhance workplace investigations in California.

IV

The name and address in the State of California for this corporation's initial agent for service of process is Stephen P. Angelides, 29 Corliss Drive, Moraga, California 94556.

V

Notwithstanding any of the above statements of purposes and powers, this corporation shall not, except to an insubstantial degree, engage in any activities or exercise any powers that are not in furtherance of the specific purposes of this corporation.

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Stephen P. Angelides, Incorporator