MICHIGAN DEPARTMENT OF COMMERCE - CORPORATION AND SECURITIES BUREAU

Date Received		(FOR BUREAU USE ONLY)

Name
JAMAL JOHN HAMOOD

Address
6915 Rochester Road, Suite 400

City	State	Zip Code
TROY,	MICHIGAN	48098

EFFECTIVE DATE:

▲ Document will be returned to the name and address you enter above ▲

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ARTICLES OF INCORPORATION

For use by Domestic Profit Corporations

(Please read information and instructions on the last page)

Pursuant to the provisions of Act 284, Public Acts of 1972, the undersigned corporation executes the following Articles:

ARTICLE I

The name of the corporation is:

CAIR Michigan, Inc.

ARTICLE II

The purpose or purposes for which the corporation is formed is to engage in any activity within the purposes for which corporations may be formed under the Business Corporation Act of Michigan.

ARTICLE III

The total authorized shares:

1. Common Shares 60,000

   Preferred Shares
2. A statement of all or any of the relative rights, preferences and limitations of the shares of each class is as follows:

ARTICLE IV

1. The address of the registered office is:

17300 West Ten Mile Road (Street Address) Southfield (City), Michigan 48075 (ZIP Code)

2. The mailing address of the registered office, if different than above:

_____ (Street Address or P.O. Box) _____ (City), Michigan _____ (ZIP Code)

3. The name of the resident agent at the registered office is: Muthanna Al-Hanooti

ARTICLE V

The name(s) and address(es) of the incorporator(s) is (are) as follows:

Name	Residence or Business Address
Mayssoun Bydon	6915 Rochester Road, Suite 400 , Troy, Michigan 48098

ARTICLE VI (Optional. Delete if not applicable)

When a compromise or arrangement or a plan of reorganization of this corporation is proposed between this corporation and its creditors or any class of them or between his corporation and its shareholders or any class of them, a court of equity jurisdiction whin the state, on application of this corporation or of a creditor or shareholder thereof, or on application of a receiver appointed for the corporation, may order a meeting of the creditors or class of creditors or of the shareholders or class of shareholders to be affected by the proposed compromise or arrangement or reorganization, to be summoned in such manner as the court directs. If a majority in number representing 3/4 in value of the creditors or class of creditors, or of the shareholders or class of shareholders to be affected by the proposed compromise or arrangement or a reorganization, agree to be a compromise or arrangement or a reorganization of this corporation as a consequence of the compromise or arrangement, the compromise or arrangement and the reorganization, if sanctioned by the court to which the application has been made, shall be binding on all the creditors or class of creditors, or on all the shareholders or class of shareholders and also on this corporation.

ARTICLE VII (Optional. Delete if not applicable

Any action required or permitted by the Act to be taken at an annual or special meeting of shareholders may be taken without a meeting, without prior notice, and without a vote, if consents in writing, setting forth the action so taken, are signed by the holders of outstanding shares having not less than the minimum number of votes that would be necessary to authorize or take the action at a meeting at which all shares entitled to vote on the action were present and voted. The written consents shall bear the date of signature of each shareholder who signs the consent. No written consents shall be effective to take the corporate action referred to unless, within 60 days after the record date for determining shareholders entitled to express consent to or to dissent from a proposal without a meeting, written consents dated not more than 10 days before the record date and signed by a sufficient number of shareholders to take the action are delivered to the corporation. Delivery shall be to the corporation's registered office, its principal place of business, or an officer or agent of the corporation having custody of the minutes of the proceedings of its shareholders. Delivery made to a corporation's registered office shall be by hand or by certified or registered mail, return receipt requested.

Prompt notice of the taking of the corporate action without a meeting by less than unanimous written consent shall be given to shareholders who would have been entitled to notice of the shareholder meeting if the action had been taken at a meeting and who have not consented in writing.

Use space below for additional Articles or for continuation of previous Articles. Please identify any Article being continued or added. Attach additional pages if needed.

I, (We), the incorporator(s) sign my (our) name(s) this twenty-eighth (28th) day of April, 2000.

Use space below for additional Articles or for continuation of previous Articles. Please identify any Article being continued or added. Attach additional pages if needed.

Continuation to Article II:
The Corporation shall not carry on any other activities not permitted to be carried on by a corporation exempt from federal income tax under section 501 (c) (3) of the Internal Revenue Code, or the corresponding section of any future federal tax code, or by a corporation, contributions to which are deductible under section 170 (c) (2) of the Internal Revenue Code, or the corresponding section of any future federal tax code.

Added Articles relating to the Corporation:

Article VI. No part of the net earnings of the Corporation shall inure to the benefit of, or be distributable to its members, trustees, officers, or other private persons; however, the Corporation shall be authorized and empowered to pay reasonable compensation for services rendered and to make payments and distributions in furtherance of the purposes set forth in Article II hereof.

Article VII. No substantial part of the activities of the Corporation shall be the carrying on of propaganda, or the influencing of legislation. Furthermore, the Corporation shall not participate in, or intervene in (including the publishing or distribution of statements) any political campaign on behalf of or in opposition to any candidate for public office.

Article VIII. Upon the dissolution of the Corporation, all assets, if any, shall be distributed for one or more exempt purposes within the meaning of section 501 (c) (3) of the Internal Revenue Code, or shall be distributed to the federal, state or local government for a public purpose. Any assets not so disposed of shall be disposed of by a Court of Competent Jurisdiction of the county in which the principal office of the corporation is then located, exclusively for the purposes or to the organizations, as said Court shall determine, which are organized and operated exclusively for such purposes.

I, (We), the incorporator(s) sign my (our) name(s) this 21st day of August, 2000.

Michigan Department of Consumer and Industry Services

Filing Endorsement

This is to Certify that the ARTICLES OF INCORPORATION – PROFIT

for

CAIR MICHIGAN, INC.

ID NUMBER: 38895A

received by facsimile transmission on May 1, 2000 is hereby endorsed

Filed on May 1, 2000 by the Administrator.

The document is effective on the date filed, unless a subsequent effective date within 90 days after received date is stated in the document.

In testimony whereof, I have hereunto set my hand and affixed the Seal of the Department, in the City of Lansing, this 1st day of May, 2000.

, Director

Corporation, Securities and Land Development Bureau

Sent by Facsimile Transmission 27358

CS-502 (Rev. 3/00)

MICHIGAN DEPARTMENT OF CONSUMER & INDUSTRY SERVICES
CORPORATION AND LAND DEVELOPMENT BUREAU

Date Received	(FOR BUREAU USE ONLY)
	This document is effective on the date filed, unless a subsequent effective date within 90 days after received date is stated in the document.

Name
Jamal John Hamood

Address
6915 Rochester Road Suite 400

City	State	Zip Code
Troy	MI	48098

EFFECTIVE DATE:

Document will be returned to the name and address you enter above. If left blank document will be mailed to the registered office.

ARTICLES OF INCORPORATION

For use by Domestic Nonprofit Corporations

(Please read information and instructions on the last page)

Pursuant to the provisions of Act 162, Public Acts of 1982, the undersigned corporation executes the following Articles:

ARTICLE I

The name of the corporation is:

CAIR Michigan, Inc.

ARTICLE II

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

exclusively charitable, religious and educational. They include the making of distributions to organizations that qualify as exempt organizations under section 501(c) (3) of the Internal Revenue Code, or the corresponding section of any future federal tax code, as well as the training of individuals and/or organizations to perform the services of various anti-discrimination organizations. (Continued on page 3)

ARTICLE III

1. The corporation is organized upon a nonstock basis.
(Stock or Nonstock)

2. If organized on a stock basis, the total number of shares which the corporation has authority to issue is _____. If the shares are, or are to be, divided into classes, the designation of each class, the number of shares in each class, and the relative rights, preferences and limitations of the shares of each class are as follows:

ARTICLE III (cont.)

3. a. If organized on a nonstock basis, the description and value of its real property assets are: (if none, insert "none")

None

b. The description and value of its personal property assets are: (if none, insert "none")

Office furniture and equipments, valued at approximately Fifteen Thousand Dollars ($15.000.00).

c. The corporation is to be financed under the following general plan:

Member dues, contributions and donations.

d. The corporation is organized on a directorship (Membership or Directorship) basis.

ARTICLE IV

1. The address of the registered office is:

28820 Southfield Road, Suite 126 (Street Address) Lathrup Village (City), Michigan 48076 (ZIP Code)

2. The mailing address of the registered office, if different than above:

(Street Address or P.O. Box) (City), Michigan (ZIP Code)

3. The name of the resident agent at the registered office is:

Muthana Al-Hanooti

ARTICLE V

The name(s) and address(es) of the incorporator(s) is (are) as follows:

Name	Residence or Business Address
Mayssoun Bydon	6915 Rochester Road, Suite 400, Troy, MI 48098

Use space below for additional Articles or for continuation of previous Articles. Please identify any Article being continued or added. Attach additional pages if needed.

Continuation to Article II:
The Corporation shall not carry on any other activities not permitted to be carried on by a corporation exempt from federal income tax under section 501 (c) (3) of the Internal Revenue Code, or the corresponding section of any future federal tax code, or by a corporation, contributions to which are deductible under section 170 (c) (2) of the Internal Revenue Code, or the corresponding section of any future federal tax code.

Added Articles relating to the Corporation:

Article VI. No part of the net earnings of the Corporation shall inure to the benefit of, or be distributable to its members, trustees, officers, or other private persons; however, the Corporation shall be authorized and empowered to pay reasonable compensation for services rendered and to make payments and distributions in furtherance of the purposes set forth in Article II hereof.

Article VII. No substantial part of the activities of the Corporation shall be the carrying on of propaganda, or the influencing of legislation. Furthermore, the Corporation shall not participate in, or intervene in (including the publishing or distribution of statements) any political campaign on behalf of or in opposition to any candidate for public office.

Article VIII. Upon the dissolution of the Corporation, all assets, if any, shall be distributed for one or more exempt purposes within the meaning of section 501 (c) (3) of the Internal Revenue Code, or shall be distributed to the federal, state or local government for a public purpose. Any assets not so disposed of shall be disposed of by a Court of Competent Jurisdiction of the county in which the principal office of the corporation is then located, exclusively for the purposes or to the organizations, as said Court shall determine, which are organized and operated exclusively for such purposes.

I, (We), the incorporator(s) sign my (our) name(s) this 21st day of August, 2000.

C&S 518 (Rev. 3/00)

MICHIGAN DEPARTMENT OF CONSUMER & INDUSTRY SERVICES
CORPORATION AND LAND DEVELPMENT BUREAU

Date Received	(FOR BUREAU USE ONLY)
	This document is effective on the date filed, unless a subsequent effective date within 90 days after received date is stated in the document.

Name		
Jamal John Hamood		
Address		
6915 Rochester Road Suite 400		
City	State	Zip Code
Troy	MI	48098

EFFECTIVE DATE:

Document will be returned to the name and address you enter above. If left blank document will be mailed to the registered office.

CERTIFICATE OF CORRECTION
For use by Corporations and Limited Liability Companies
(Please read information and instructions on last page)

Pursuant to the provisions of Act 284, Public Acts of 1972 (profit corporations), Act 162, Public Acts of 1982 (nonprofit corporations), or Act 23, Public Acts of 1993 (limited liability companies), the undersigned corporation or limited liability company executes the following Certificate:

1. The name of the corporation or limited liability company is: CAIR Michigan, Inc.

2. The identification number assigned by the Bureau is: 38895A

3. The corporation or limited liability company is formed under the laws of the State of Michigan

4. That a Articles of Incorporation
(Title of Document Being Corrected)
was filed by the Bureau on May 1, 2000 and that said document requires correction.

5. Describe the inaccuracy or defect contained in the above named document:
Filed the Articles of Incorporation which are for use by a For-Profit Corporation, whereas CAIR Michigan, Inc. is a Non-Profit Corporation.

6. The document is corrected as follows:
Attached, please find the new Articles of Incorporation, which are for use by Domestic Nonprofit Corporations.

7. This document is hereby executed in the same manner as the Act requires the document being corrected to be executed.

Signed this 21st day of August, 2000

By _____ (Signature)
Maysoun Byron incorporator
(Type or Print Name and Title)

By _____ (Signature)
(Type or Print Name and Title)

By _____ (Signature)
(Type or Print Name and Title)

Michigan Department of Consumer and Industry Services

Filing Endorsement

This is to Certify that the CERTIFICATE OF CORRECTION – CORPORATION

for

CAIR MICHIGAN, INC.

ID NUMBER: 749442

received by facsimile transmission on September 26, 2000 is hereby endorsed

Filed on September 27, 2000 by the Administrator.

The document is effective on the date filed, unless a subsequent effective date within 90 days after received date is stated in the document.

In testimony whereof, I have hereunto set my hand and affixed the Seal of the Department, in the City of Lansing, this 27th day of September, 2000.

, Director

Corporation, Securities and Land Development Bureau

Gen. by Facsimile Transmission 07082