



CERTIFICATE OF INCORPORATION
OF

TEMPO, INC.

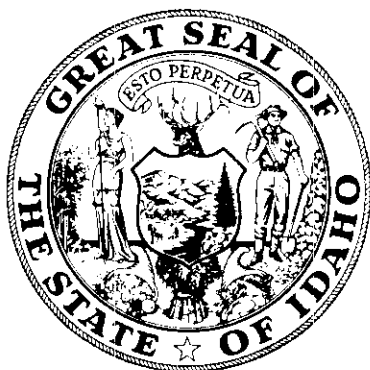
I, PETE T. CENARRUSA, Secretary of State of the State of Idaho, hereby certify that duplicate originals of Articles of Incorporation for the incorporation of _____

TEMPO, INC.

duly signed pursuant to the provisions of the Idaho Business Corporation Act, have been received in this office and are found to conform to law.

ACCORDINGLY and by virtue of the authority vested in me by law, I issue this Certificate of Incorporation and attach hereto a duplicate original of the Articles of Incorporation.

Dated: **October 15, 1982**



SECRETARY OF STATE

by: _____

ARTICLES OF INCORPORATION

OF

TEMPRO, INC.

KNOW ALL MEN BY THESE PRESENTS: That we, the undersigned, being natural persons of legal age and citizens of the United States of America, in order to form a corporation under the Idaho Business Corporation Act, do hereby certify as follows:

-I-

NAME

The name of this corporation shall be TEMPRO, INC..

-II-

REGISTERED OFFICE

The location and post office address of the registered office of the corporation shall be 2821 Erin Ave., Nampa, Idaho 83651.

-III-

REGISTERED AGENT

The name of its initial registered agent is C. P. Boutelle whose address is 2821 Erin Ave., Nampa, Idaho 83651.

-IV-

DURATION

The period of existence and duration of this corporation shall be perpetual.

-V-

CORPORATE PURPOSE

The purpose or purposes for which this corporation is formed and organized are:

(1). To provide management direction and engineering services to industrial and manufacturing businesses of every type and kind.

(2). To transact any and all lawful business for which corporations may be incorporated under the Idaho Business Corporation Act.

-1-

-VI-

AUTHORIZED CAPITAL STOCK

The corporation shall have 500 shares of stock of a single class with a par value of \$10.00 per share. Each share shall have the same rights, privileges and voting power, and shall be nonassessable.

-VII-

INCORPORATORS

The names and post office addresses of the incorporators of this corporation are as follows:

C. P. Boutelle
2821 Erin Ave.
Nampa, Idaho 83651

Juanita D. Boutelle
2821 Erin Ave.
Nampa, Idaho 83651

-VIII-

DIRECTORS

The number of directors constituting the initial Board of Directors of the corporation is two (2), but the number of directors may be increased or decreased from time to time as provided in the by-laws. The names and post office addresses of the initial directors, named by the incorporators, are as follows:

C. P. Boutelle
2821 Erin Ave.
Nampa, Idaho 83651

Juanita D. Boutelle
2821 Erin Ave.
Nampa, Idaho 83651

IN WITNESS WHEREOF, For the purpose of forming this corporation under the Idaho Business Corporation Act, and the laws of the State of Idaho, we, the undersigned, constituting the incorporators of this corporation, have executed these Articles of Incorporation this 13th day of October, 1982, at Nampa, Idaho.


C. P. Boutelle
C. P. Boutelle
2821 Erin Ave.
Nampa, Idaho 83651

Juanita D. Boutelle
Juanita D. Boutelle
2821 Erin Ave.
Nampa, Idaho 83651

STATE OF IDAHO)
 (
County of Canyon) ss.

On this the 13th day of October, 1982, before me, the undersigned, a Notary Public in and for the State of Idaho, personally appeared C. P. Boutelle and Juanita D. Boutelle, known to me to be the persons whose names are subscribed to the above and foregoing ARTICLES OF INCORPORATION, and acknowledged to me that they executed the same.

IN WITNESS WHEREOF, I have hereunto set my hand and affixed my official seal the day and year in this certificate first above written.



Notary Public for the State of
Idaho, residing at Nampa, Idaho.

My commission expires: 'Lifetime'