

ARTICLES OF INCORPORATION

OF

POND CONCRETE & CONSTRUCTION, INC.

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SECRETARY OF STATE
STATE OF IDAHO

1. Name. The name of the corporation is POND CONCRETE & CONSTRUCTION, INC.
2. Authorized shares. The aggregate number of shares the corporation is authorized to issue shall be ten thousand (10,000), all of which shall be common voting stock with no par value.
3. Registered office and agent. The registered office of the corporation is 4572 E. 75 N., Rigby, Idaho 83442 and its registered agent at that address is Dana S. Pond.
4. Incorporator. The name of the incorporator is Dana S. Pond and the incorporator's address is 4572 E. 75 N., Rigby, Idaho 83442.
5. Voting Entitlement of Shares. (1) Except as provided in sections (2) and (4) of this Article, and Article 8 below, providing for cumulative voting for votes cast for directors, each outstanding share, regardless of class, is entitled to one (1) vote on each matter voted on at a shareholders meeting. Only shares are entitled to vote.

(2) This corporation is not entitled to vote treasury shares. The shares of this corporation are not entitled to vote if they are owned, directly or indirectly, by a second corporation, domestic or foreign, and this corporation owns, directly or indirectly, a majority of the shares entitled to vote for directors of the second corporation.

(3) Section (2) of this Article does not limit the power of this corporation to vote any share, including its own shares, held by it in a fiduciary capacity.

(4) Redeemable shares are not entitled to vote after notice of redemption is mailed to the holders and a sum sufficient to redeem the shares has been deposited with a bank, trust company, or other financial institution under an irrevocable obligation to pay the holders the redemption price on surrender of the shares.

Corporate Purpose: The purpose for which this corporation is organized is to own and operate a business for profit, as well as the transaction of any and all lawful business for which corporations may be organized under the Idaho Business Corporation Act.

Board of Directors. All corporate powers shall be exercised by or under the authority of, and the business and the affairs of the corporation managed under the direction of, its board of directors, subject to any limitation set forth in a

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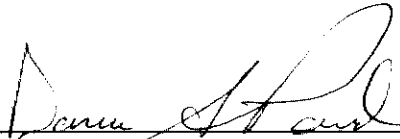
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shareholder agreement authorized under section 30-1-732, Idaho Code. The number of directors constituting the initial board of directors shall be two, and the names and addresses of the persons to serve as directors until the first annual meeting of shareholders or until their successors are duly elected and qualified are:

Name	Address
Dana S. Pond	4572 E. 75 N. Rigby, Idaho 83442
Jonette Pond	4572 E. 75 N. Rigby, Idaho 83442

8. Cumulative Voting: All shareholders are entitled to cumulate their votes for directors, that is, they are entitled to multiply the number of votes they are entitled to cast by the number of directors for whom they are entitled to vote and cast the product for a single candidate or distribute the product among two (2) or more candidates.
9. Preemptive Rights: The corporation elects to have preemptive rights.
10. Indemnification: The corporation shall indemnify the directors and officers of the corporation to the fullest extent permitted by the Idaho Business Corporation Act, as the same exists or may hereafter be amended. In the case of any such amendment, only to the extent that such amendment permits the corporation to provide broader indemnification rights than the Idaho Business Corporation Act permitted the corporation to provide prior to such amendment.
11. Limitation of Liability. No director shall be liable to the corporation or its stockholders for monetary damages for breach of fiduciary duty except liability for: (i) the amount of a financial benefit received by a director to which he is not entitled; (ii) an intentional infliction of harm on the corporation or the shareholders; (iii) a violation of 30-1-833, Idaho Code; or (iv) an intentional violation of criminal law.

In witness whereof, I have subscribed these Articles of Incorporation this 22nd day of February, 1999.



Dana S. Pond
Incorporator