

State of Idaho

Department of State

CERTIFICATE OF INCORPORATION OF

BRYANT AND ASSOCIATES, INC.

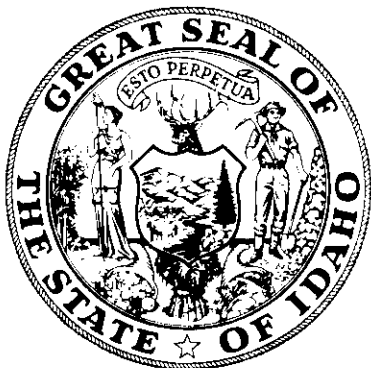
I, PETE T. CENARRUSA, Secretary of State of the State of Idaho, hereby certify that duplicate originals of Articles of Incorporation for the incorporation of _____

BRYANT AND ASSOCIATES, 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: **July 14, 1983**



Pete T. Cenarrusa

SECRETARY OF STATE

by: _____

ARTICLES OF INCORPORATION

OF

BRYANT AND ASSOCIATES, INC.

'83 JUL 14 PM 3 52
SECRETARY OF
STATE

The undersigned, acting as incorporator of BRYANT AND ASSOCIATES, INC., a corporation under the Idaho Business Corporation Act, adopts the following Articles of Incorporation for such corporation:

FIRST: The name of the corporation is BRYANT AND ASSOCIATES, INC.

SECOND: The period of its duration is perpetual.

THIRD: The purpose or purposes for which the corporation is organized are the transaction of any or all lawful business for which corporations may be incorporated under the Idaho Business Corporation Act and as such may be amended.

FOURTH: The aggregate number of shares which the corporation shall have authority to issue is one hundred thousand (100,000) shares of common stock of a par value of \$1.00 per share, an aggregate total capital of ONE HUNDRED THOUSAND DOLLARS (\$100,000.00).

FIFTH: Provisions denying preemptive rights are: There are no preemptive rights.

SIXTH: Provisions for the regulation of the internal affairs of the corporation are: The By-Laws shall set the number of and qualifications of Directors and Officers and shall set forth any restrictions, if any, on the transfer of shares.

SEVENTH: The address of the initial registered office of the corporation is P.O. Box 1404, Coeur d'Alene, Idaho 83814, and the name of its initial registered agent at such address is JOHN E. BRYANT.

815 W. Washington
Boise 83702

as per
Mr. Lyon

EIGHTH: The number of Directors constituting the initial Board of Directors of the corporation is as set forth in the By-Laws, and the

names and addresses of the persons who are to serve as Directors until the first annual meeting of the Shareholders or until their successors are elected and shall qualify are:

NAME

ADDRESS

JOHN E. BRYANT

PO Box 1404 Cover d'Alene, Idaho
83814

NINTH: The name and address of each incorporator is:


NAME

ADDRESS

JOHN E. BRYANT

PO Box 1404 Cover d'Alene, Idaho 83814

DATED This 13 day of July, 1983.


JOHN E. BRYANT