

CERTIFICATE OF INCORPORATION
OF

HYDER COMPANY

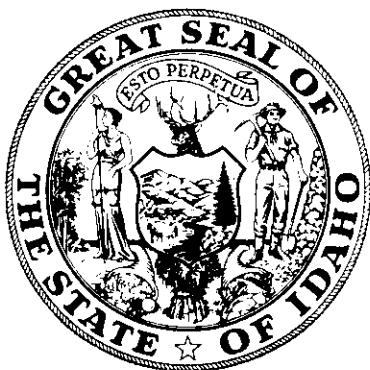
I, PETE T. CENARRUSA, Secretary of State of the State of Idaho, hereby certify that
duplicate originals of Articles of Incorporation for the incorporation of _____

HYDER COMPANY

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: November 10, 1981



SECRETARY OF STATE

by: Penny Garsa

ARTICLES OF INCORPORATION
OF
HYDER COMPANY

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SECRETARY OF STATE

The undersigend, acting as incorporators of a corporation under the Idaho Business Corporation Act, adopt the following Articles of Incorporation.

FIRST

The name of the corporation is HYDER COMPANY, doing business as HYDER PLUMBING.

SECOND

The corporation is a perpetual entity.

THIRD

The corporation is formed and organized to engage in the transaction of any and all lawful business for which corporations may be incorporated under the Idaho Business Corporation Act and as the board of directors may from time to time determine.

FOURTH

The aggregate number of shares which the corporation has the authority to issue is FIVE THOUSAND (5,000) shares of common stock, all of one class, at a par value of ONE DOLLAR (\$1.00) per share.

FIFTH

The number of directors of the corporation shall be as specified in the bylaws, and such number may from time to

time be increased or decreased in such manner as may be prescribed in the bylaws, provided the number of directors of the corporation shall not be fewer than the number required by law. The initial board of directors shall number two (2). In case of any increase in the number of directors, the additional directors may be elected by the directors then in office, and the directors so elected shall hold office until the next annual meeting of the stockholders and until their successors are elected and qualified.

A majority of the shares entitled to vote, represented in person or by proxy, shall constitute a quorum at a meeting of shareholders.

The initial bylaws shall be adopted by the board of directors. The power to alter, amend or repeal the bylaws or adopt new bylaws, subject to repeal or change by action of the shareholders, shall be vested in the board of directors. Such power may be exercised by a majority vote of the board of directors at any annual or special meeting of the board of directors called for that purpose.

The articles of incorporation of this corporation may be amended by a majority vote at any annual or special meeting of the stockholders, either upon consideration of a resolution for amendment adopted by the board of directors or upon consideration of a resolution adopted by the holders of not less than ten percent (10%) of all the shares entitled to vote at such a meeting.

SIXTH

The location and post office address of the initial registered office of the corporation is 1518 West Franklin, Boise, Idaho 83702, and the initial registered agent of the corporation who may be found at that address is LYND HOOVER.

SEVENTH

The names and post office addresses of the initial directors of the corporation, appointed by the incorporators to serve until the first election of directors, are as follows:

LYND HOOVER
1518 West Franklin
Boise, Idaho 83702

JOHN HYDER
1518 West Franklin
Boise, Idaho 83702

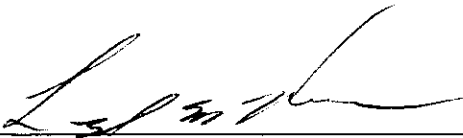
EIGHTH

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

LYND HOOVER
1518 West Franklin
Boise, Idaho 83702

JOHN HYDER
1518 West Franklin
Boise, Idaho 83702

IN WITNESS WHEREOF, we have hereunto set our hands on
this 26 day of October, 1981.



LYND HOOVER



JOHN R. HYDER