



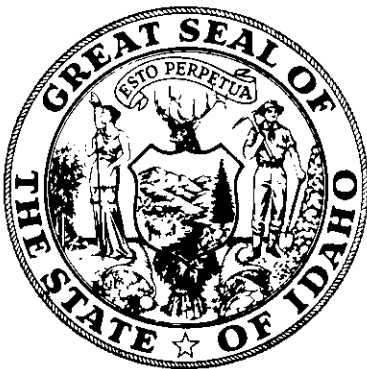
CERTIFICATE OF INCORPORATION
OF

INDUSTRIAL FIRST AID SERVICES, 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 INDUSTRIAL FIRST AID SERVICES, 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 23, 1984



SECRETARY OF STATE

by: _____

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SECRETARY OF
STATE

ARTICLES OF INCORPORATION
OF

INDUSTRIAL FIRST AID SERVICES, INC.

The undersigned, acting as incorporator(s) of a corporation under the Idaho Business Corporation Act, adopt(s) the following Articles of Incorporation for such corporation:

FIRST: The name of the corporation is INDUSTRIAL FIRST AID SERVICES, 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.

FOURTH: The aggregate number of shares which the corporation shall have authority to issue is 1,000, \$1.00 par value.

FIFTH: There are no provisions denying preemptive rights.

SIXTH: Provisions for the regulation of the internal affairs of the corporation are the By-Laws of the corporation.

SEVENTH: The address of the initial registered office of the corporation is 6003 Overland Road, Boise, Idaho, 83709 and the name of its initial registered agent at such address is MICHAEL J. LEMA.


EIGHTH: The number of directors constituting the initial board of directors of the corporation is 2, and the names and addresses of the persons who are to serve as directors until the first annual meeting of shareholders or until their successors are elected and shall qualify are:


<u>NAME</u>	<u>ADDRESS</u>
MICHAEL J. LEMA	2101 N. 33rd, Boise, Idaho, 83703
CHARLES E. HOWELL	815 E. State, Boise, Idaho, 83702

NINTH: The name and address of each incorporator is:

<u>NAME</u>	<u>ADDRESS</u>
MICHAEL J. LEMA	2101 N. 33rd, Boise, Idaho, 83703
CHARLES E. HOWELL	815 E. State, Boise, Idaho, 83702

DATED July 23 , 1984.


MICHAEL J. LEMA


CHARLES E. HOWELL