

FILED EFFECT

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STATE OF IDAHO

ARTICLES OF INCORPORATION

OF

LEPKA CONSULTING, INC.

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

FIRST: The name of the Corporation is LEPKA CONSULTING, INC.

SECOND: The period of its duration is perpetual.

THIRD: The purposes for which the Corporation is organized to provide consulting services to the heavy construction industry, together with all related activities and the transaction of any and 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 100,000 shares, with a par value of \$ 10.00 per share.

FIFTH: There are no provisions denying pre-emptive rights.

SIXTH: The internal affairs of the Corporation shall be governed by a duly adopted Code of Bylaws which shall be consistent with these Articles of Incorporation and the laws of the State of Idaho.

IDAHO SECRETARY OF STATE
11/14/2001 05:00
CK: 8395 CT: 153518 BH: 429416
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SEVENTH: The address of the initial registered office of the Corporation is 620 West Helen Street, Hayden, Idaho 83835. County of Kootenai, State of Idaho, and the name of the registered agent at such address is Sharon R. Lepka.

EIGHTH: The number of directors constituting the initial Board of Directors of the Corporation is two (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:

Sharon R. Lepka	620 West Helen Street Hayden, Idaho 83835
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Michael M. Lepka	620 West Helen Street Hayden, Idaho 83835
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NINTH: The name and address of each incorporator is:

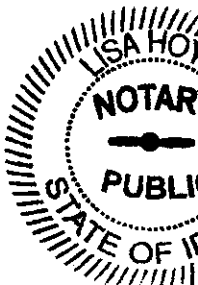
Sharon R. Lepka	620 West Helen Street Hayden, Idaho 83835
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Michael M. Lepka	620 West Helen Street Hayden, Idaho 83835
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DATED this 11-9-01 day of November 2001

Sharon R. Lepka
Sharon R. Lepka

Michael M. Lepka
Michael M. Lepka




Page Two
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STATE OF IDAHO,)
 : ss
County of Kootenai)

On this 9th day of November, before me, the undersigned, a
Notary Public in and for the State of Idaho, personally appeared
Sharon R. Lepka AND Michael M. Lepka, known to me to be the
persons
whose names are subscribed to the within instrument and
acknowledged to me that they executed the same.

IN WITNESS WHEREOF, I have hereunto set my hand and seal the day
and year first above written.





Notary Public - State of Idaho
Residing at Thyden therein
My commission expires: 3/28/07