

January 14, 1997

Idaho Secretary of State
700 West Jefferson
PO Box 83720
Boise, Idaho 83720-0080

Re: Corporate ID# C82419
First Service Group, Inc.
960 Broadway Ave., Ste. 520
Boise, Idaho 83706

Chg officers

To Whom it may Concern:

Effective this date, First Service Group, Inc. has elected Leslie McAllister as Secretary. As Secretary, she is a non-stock holder, with no rights to encumber said corporation.

If you are in need to contact either Leslie McAllister or myself John Browning- President, please feel free to call us directly at 208/ 343-9393.

The undersigned parties do hereby agree to the above.


JOHN BROWNING - PRESIDENT
FIRST SERVICE GROUP, INC.


LESLIE McALLISTER - SECRETARY
FIRST SERVICE GROUP, INC.