

State of Idaho

Department of State

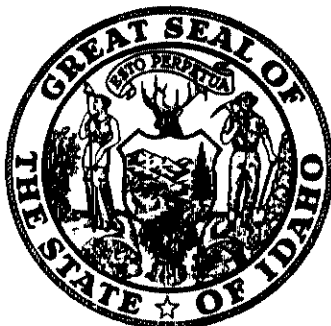
CERTIFICATE OF WITHDRAWAL OF

BAIRD CONSULTING, INC.

I, PETE T. CENARRUSA, Secretary of State of the State of Idaho, hereby certify that duplicate originals of an Application of BAIRD CONSULTING, INC. for a Certificate of Withdrawal from this State, duly signed and verified 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 Withdrawal and attach hereto a duplicate original of the Application for such Certificate.

Dated: January 25, 1993



Pete T. Cenarrusa
SECRETARY OF STATE

By *D. Lee Stenewald*

APPLICATION FOR CERTIFICATE OF WITHDRAWAL

To the Secretary of State of the State of Idaho:

Pursuant to Section 30-1-119, Idaho Code, the undersigned corporation hereby applies for a Certificate of Withdrawal from the State of Idaho and for that purpose submits the following statement:

1. The name of the corporation is BAIRD CONSULTING, INC. 93 JAN 25 PM 2 17
 _____ The name which it used in Idaho is _____
BAIRD CONSULTING, INC.

2. It is incorporated under the laws of Delaware
 3. It is not transacting business in the State of Idaho.
 4. It hereby surrenders its authority to transact business in said state.
 5. It revokes the authority of its registered agent in the State of Idaho to accept service of process and consents that service of process in any action, suit or proceeding based upon any cause of action arising in the State of Idaho during the time it was authorized to transact business therein may thereafter be made on it by registered or certified mail to the corporation at the address listed in item 6., below.

6. The post office address to which process against the corporation that may be mailed is Route 1, Hickory Ridge Lane, P.O. Box 260A, New London, WI 54961

7. All sums due or accrued by this corporation to the State of Idaho have been paid.
 8. All known creditors or claimants have been paid or provided for and the corporation is not involved in or threatened with litigation in any court in the State of Idaho.

By [Signature]

Its _____ President

And Eileen Simcox

Its _____ Secretary

STATE OF Wisconsin)
) ss:
 COUNTY OF Waupaca)

I, Jaroslawa Sawicki, a notary public, do hereby certify that on this 17th day of December, 19 92, personally appeared before me Charles F. Baird, Jr., who being by me first duly sworn, declared that he is the President of _____

BAIRD CONSULTING, INC.

that he signed the foregoing document as President
 that the statements therein contained are true.

IDAHO SECRETARY OF STATE
 19930125 0900 46825 2
 CK #: 23228 DIST# 1
 CORPORATION 10 10.00

JAROSLAWA SAWICKI
 Notary Public, State of New York
 No. 31-484828
 Qualified in New York County
 Commission Expires 11/22/93

Jaroslawa Sawicki
 Notary Public