

State of Idaho

Department of State

CERTIFICATE OF INCORPORATION OF

BUSINESS CONSULTANTS INCORPORATED

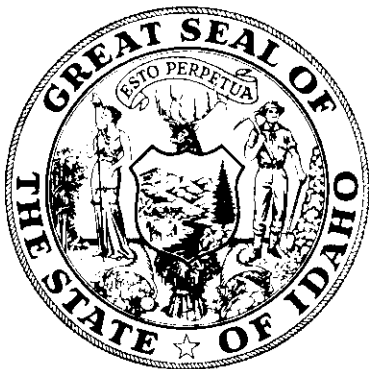
I, PETE T. CENARRUSA, Secretary of State of the State of Idaho, hereby certify that duplicate originals of Articles of Incorporation for the incorporation of _____

BUSINESS CONSULTANTS INCORPORATED

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: ***April 22, 1982***



Pete T. Cenarrusa

SECRETARY OF STATE

by: _____

RECEIVED

CERTIFICATE OF INCORPORATION 02 PM 4 34
02 APR 1983

OF

BUSINESS CONSULTANTS INCORPORATED

Under Title 30, Chapter 1 of the Idaho Business Corporation Act

I, THE UNDERSIGNED, being of legal age, for the purpose of forming a corporation pursuant to the Business Corporation Act of the State of Idaho, do hereby certify:

FIRST: The name of the corporation is Business Consultants Incorporated.

SECOND: The purposes for which it is formed is: The transaction of any or all lawful business for which corporations may be incorporated under the above act.

THIRD: The office of the corporation is to be located in the city of Boise, County of Ada, State of Idaho.

FOURTH: Mr. Joseph R. Strahler is designated as the agent of the corporation upon whom process against the corporation may be served. The post office address to which the Secretary of State shall mail a copy of any process against the corporation served upon him is: c/o Business Consultants Inc., *3012 Gerrard Street* P.O. Box 336, Boise, ID 83701.

FIFTH: The initial tax year of the corporation shall end on March 31, 1983.

SIXTH: The period of duration of the corporation is perpetual.

SEVENTH: The first board of directors of the corporation shall consist of 2 directors and the name and address of each person who shall serve as an initial director is: Joseph R. Strahler 3012 Gerrard, Boise, ID.
Alvin D. Knapp 2593 So. Phillippi, Boise, ID.

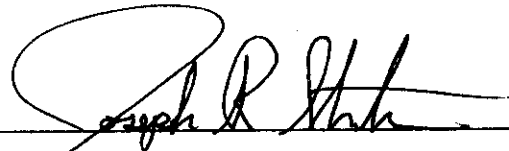
EIGHTH: The name and address of each incorporator is:

Joseph R. Strahler 3012 Gerrard, Boise, ID.

*as per
Joseph
Strahler*

NINTH: The total number of shares of stock which the Corporation has authority to issue One Hundred (100) shares without par value, all Common Stock, of one class, (one vote per share).

IN WITNESS WHEREOF, this certificate has been signed and the statements made herein are affirmed as true under the penalties of perjury this 22nd day of April, 1992.

A handwritten signature in black ink, appearing to read "Joseph R. Strahler", written over a horizontal line.

Joseph R. Strahler, 3012 Gerrard,
Boise, ID 83703