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ARTICLES OF INCORPORATION

OF

RUBEY, INC.

1. Name. The name of the corporation is Rubey, Inc..
2. Authorized shares. The aggregate number of shares the corporation is authorized to issue shall be 1000, all of which shall be common voting stock.
3. Registered office and agent. The registered office of the corporation is 9835 W. Alliance Drive, Boise, Idaho 83704, and its registered agent at that address is Arnold Rubey.
4. Incorporators. The names of the incorporators and their addresses are:

<u>Name</u>	<u>Address</u>
Arnold Rubey	Box 4621 Boise, Idaho 83711
Alice Kay Rubey	Box 4621 Boise, Idaho 83711

5. Voting Entitlement of Shares.

(a) Except as provided in sections (2) and (4) of this Article, each outstanding share, regardless of class, is entitled to one (1) vote on each matter voted on at a shareholders' meeting. Only shares are entitled to vote.

(b) This corporation is not entitled to vote treasury shares. The shares of this corporation are not entitled to vote if they are owned, directly or indirectly, by a second corporation, domestic or foreign, and this corporation owns, directly or indirectly, a majority of the shares entitled to vote for directors of the second corporation.

(c) Section (b) of this Article does not limit the power of this corporation to vote any

share, including its own shares, held by it in a fiduciary capacity.

(d) Redeemable shares are not entitled to vote after notice of redemption is mailed to the holders and a sum sufficient to redeem the shares has been deposited with a bank, trust company, or other financial institution under an irrevocable obligation to pay the holders the redemption price on surrender of the shares.

6. Corporate purpose. The purpose for which this corporation is organized is the transaction of any and all lawful business for which corporations may be incorporated under the Idaho Business Corporation Act.
7. Board of Directors. All corporate powers shall be exercised by or under the authority of, and the business and affairs of the corporation managed under the direction of, its board of directors, subject to any limitation set forth in a shareholder agreement authorized under section 30-1-732, Idaho Code. The number of directors constituting the initial board of directors shall be two (2), and the names and addresses of the persons to serve as directors until the first annual meeting of shareholders or until their successors are elected and qualified are:

Name

Address

Arnold Rubey

Box 4621
Boise, Idaho 83711

Alice Kay Rubey

Box 4621
Boise, Idaho 83711

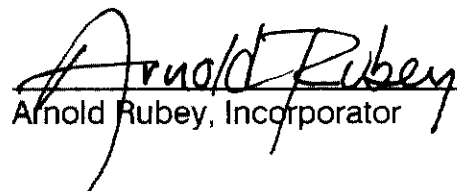
Directors need not be residents of the State of Idaho or shareholders of the corporation.


8. Terms of Classes or Series of Shares Determined by Board. The board of directors may determine, in whole or in part, the preferences, limitations, and relative rights, within the limits of section 30-1-601, Idaho Code, of (a) any class of shares before the issuance of any shares of that class or (b) one (1) or more series within a class before the issuance of any shares of that series. Each series must have preferences, limitations, and relative rights identical with those of other shares of the same series and, except to the extent otherwise provided in the description of the series, with those of other series of the same class. Before issuing any shares of a class or series created under this section, the corporation shall deliver to the secretary of state for filing articles of amendment, which are effective without shareholder action, that set forth the information required by section 30-1-602, Idaho Code.
9. Voting. Each outstanding share entitled to vote shall be entitled to one (1) vote on each matter submitted to a vote at a meeting of shareholders. Shareholders do not

have the right to cumulate their votes for directors.

10. Indemnification. The corporation shall indemnify the directors and officers of the corporation to the fullest extent permitted by the Idaho Business Corporation Act, as the same exists or may hereafter be amended (but, in the case of any such amendment, only to the extent that such amendment permits the corporation to provide broader indemnification rights than the Idaho Business Corporation Act permitted the corporation to provide prior to such amendment).
11. Limitation of Liability. No director shall be liable to the corporation or its stockholders for monetary damages for breach of fiduciary duty except liability for:
(i) the amount of a financial benefit received by a director to which he is not entitled;
(ii) an intentional infliction of harm on the corporation or the shareholders; (iii) a violation of § 30-1-833, Idaho Code; or, (iv) an intentional violation of criminal law.

In witness whereof, we have subscribed these Articles of Incorporation this April 26, 1999.


Arnold Rubey, Incorporator


Alice Kay Rubey, Incorporator