



Department of State.

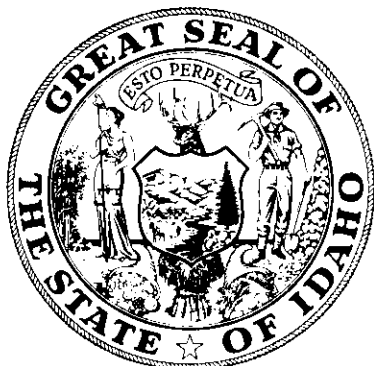
**CERTIFICATE OF AUTHORITY
OF**

CURTIS HOMES EMPLOYER, INC.

I, PETE T. CENARRUSA, Secretary of State of the State of Idaho, hereby certify that duplicate originals of an Application of **CURTIS HOMES EMPLOYER, INC.** for a Certificate of Authority to transact business in 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 Authority to **CURTIS HOMES EMPLOYER, INC.** to transact business in this State under the name **CURTIS HOMES EMPLOYER, INC.** and attach hereto a duplicate original of the Application for such Certificate.

Dated **July 28, 1983**



Pete T. Cenarrusa

SECRETARY OF STATE

Corporation Clerk

APPLICATION FOR CERTIFICATE OF AUTHORITY

To the Secretary of State of Idaho.

Pursuant to Section 30-1-110, **Idaho Code**, the undersigned Corporation hereby applies for a Certificate of Authority to transact business in your State, and for that purpose submits the following statement:

1. The name of the corporation is Curtis Homes Employer, Inc. JUL 28 8 47 AM '83
SECRETARY OF STATE
2. *The name which it shall use in Idaho is Curtis Homes Employer, Inc.
3. It is incorporated under the laws of Minnesota
4. The date of its incorporation is 10/22/79 and the period of its duration is perpetual
5. The address of its principal office in the state or country under the laws of which it is incorporated is 12755 State Highway 55, Minneapolis, MN 55441
6. The street address of its proposed registered office in Idaho is 700 West Idaho St., Boise, Idaho 83701 and the name of its proposed registered agent in Idaho at that address is United States Corporation Company
7. The purpose or purposes which it proposes to pursue in the transaction of business in Idaho are: employer corporation to hold profit sharing funds
8. The names and respective addresses of its directors and officers are:

Name	Office	Address
* <u>C. L. Carlson</u>	<u>President</u>	<u>12755 St. Highway 55, Minneapolis MN</u>
<u>Russell Schreck</u>	<u>Vice President</u>	<u>" "</u>
* <u>John R. Heim</u>	<u>Secretary</u>	<u>" "</u>
* <u>Richard E. Karkow</u>	<u>Treasurer</u>	<u>" "</u>

9. The aggregate number of shares which it has authority to issue, itemized by classes, par value of shares, and shares without par value, is:

Number of Shares	Class	Par Value Per Share or Statement That Shares Are Without Par Value
<u>1,000</u>	<u>common</u>	<u>no par value</u>
<u> </u>	<u> </u>	<u> </u>
<u> </u>	<u> </u>	<u> </u>

* Directors

(continued on reverse)

10. The aggregate number of its issued shares, itemized by classes, par value of shares, and shares without par value, is:

Number of Shares	Class	Par Value Per Share or Statement That Shares Are Without Par Value
100	common	no par value

11. The corporation accepts and shall comply with the provisions of the Constitution and the laws of the State of Idaho.

12. This Application is accompanied by a copy of its articles of incorporation and amendments thereto, duly authenticated by the proper officer of the state or country under the laws of which it is incorporated.

Dated 7-5, 19 83.

Curtis Homes Employer, Inc.

By

Russell Schreck

Its Vice President

and

John R. Hien

Its _____ Secretary

STATE OF Minnesota)

COUNTY OF Hennepin)

ss:

I, Terri Polski, a notary public, do hereby certify that on this 5th day of July, 19 83, personally appeared before me Russell Schreck, who being by me first duly sworn, declared that he is the Vice President of Curtis Homes Employer, Inc.

that he signed the foregoing document as Vice President of the corporation and that the statements therein contained are true.

Terri Polski

Notary Public

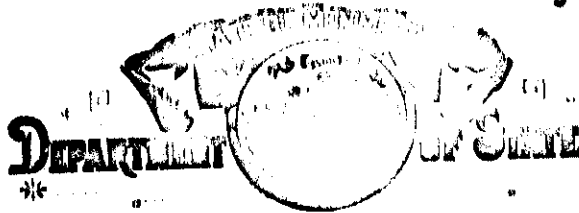
TERRI S. POLSKI
NOTARY PUBLIC - MINNESOTA
HENNEPIN COUNTY

*Pursuant to section 30-1-108(b)(1), Idaho Code, if the corporation assumes a name other than its true name, this application must be accompanied by a resolution of the Board of Directors to that effect.

JUL 28 8 47 AM '83
SECRETARY OF STATE

3 N 6787

0-5, 534



To All To Whom These Presents Shall Come, Greeting:

Whereas, Articles of Incorporation, duly signed and acknowledged under oath, have been filed for record in the office of the Secretary of State, on the 22nd day of October, A. D. 1979 for the incorporation of

Curtis Homes Employer, Inc.

under and in accordance with the provisions of the Minnesota Business Corporation Act, Minnesota Statutes, Chapter 301,

Now, Therefore, by virtue of the powers and duties vested in me by law, as Secretary of State of the State of Minnesota, I do hereby certify that the said

Curtis Homes Employer, Inc.

is a legally organized Corporation under the laws of this State.

Witness my official signature hereunto subscribed and the Great Seal of the State of Minnesota hereunto affixed this twenty-second day of October in the year of our Lord one thousand nine hundred and seventy-nine

John Andrew Hanson
Secretary of State.

SD 00005 03

0-51, 535

377-737

ARTICLES OF INCORPORATION
OF
CUTTIS HOMES EMPLOYER, INC.

The undersigned incorporator of full age, for the purposes of forming a corporation under and pursuant to the provisions of Chapter 301, Minnesota Statutes, known as the Minnesota Business Corporation Act, does hereby associate herself as a body corporate and does hereby adopt the following Articles of Incorporation:

ARTICLE I

The name of this corporation shall be Cuttis Homes Employer, Inc.

ARTICLE II

This corporation shall have general business purposes.

ARTICLE III

The duration of this corporation shall be perpetual.

ARTICLE IV

The location and post office address of the registered office of this corporation in Minnesota is 12755 State Highway 55, Minneapolis, Minnesota 55441.

ARTICLE V

The capital stock of this corporation shall consist of One Thousand (1000) shares of common stock without nominal or par value per share.

ARTICLE VI

The amount of stated capital with which this corporation shall begin business is ONE THOUSAND (\$1,000.00).

274585

0-51, 536

ARTICLE VII

The name and post office address of the incorporator is
Madeleine Bernard, 12755 State Highway 55, Minneapolis, Minnesota
55441.

ARTICLE VIII

The names, post office address and term of office of the
first Board of Directors are:

Curtis L. Carlson	12755 State Highway 55 Minneapolis, Minnesota 55441	one year
John W. Heim	12755 State Highway 55 Minneapolis, Minnesota 55441	one year
Richard W. Kerkow	12755 State Highway 55 Minneapolis, Minnesota 55441	one year

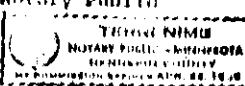
IN WITNESS WHEREOF, the undersigned has set her hand this
16th day of October, 1979.

Madeleine K. Bernard

STATE OF MINNESOTA }
COUNTY OF HENNEPIN }

On this 16th day of October, 1979, personally
appeared before me Madeleine Bernard personally known to me to be
the same person who executed the foregoing Articles of Incorporation
and she acknowledged that she executed the foregoing Articles of
Incorporation as her free and voluntary act and deed.

[Signature]
Notary Public



YIK
KTH

STATE OF MINNESOTA
DEPARTMENT OF STATE
I hereby certify that the within
instrument was filed for record in this
office on the 16th day of Oct.
A. D. 1979, at 4:00 o'clock P. M.,
and was duly recorded in Book 0-51
of Incorporations, on page 534.
Joan Anderson Beave
Secretary of State

SUBJECT: THE BLACK ALABAMA NAACP AND COMMUNIST PARTY U-5,287

CURTIS FINGER EMPLOYER, INC. (Corporation) MINNESOTA
 1735 STATE HIGHWAY 55
 MINNETONKA, MINNESOTA 55341
 hereby consents to the use of the
 CC VENTURE, INC. (C) AND
 by RECEIVER INVENTING CORPORATION (C)
 CURTIS FINGER, A PARTNERSHIP
 (C) 1735 STATE HIGHWAY 55
 located at (C) 900 AIRLINE LANE
 (address) MINNEAPOLIS, MINNESOTA 55401
 (city) (state) (zip)
 time and conditionally UNCONDITIONALLY

I declare that the foregoing is true and accurate and that I have the authority to commit the use of this name on behalf of CHURCH & DWIGHT, INC.

CONTINUED BY EMPLOYER, INC.

NY 100-108100-100

Don't forget: **Value Proposition**

Task 10 (20 points)

[illegible]

only of Germany

81. The foregoing complaint was acknowledged before me this 2 day of May, 1964.

1994, 1995, 1996, 1997, 1998, 1999, 2000, 2001, 2002, 2003, 2004, 2005, 2006, 2007, 2008, 2009, 2010, 2011, 2012, 2013, 2014, 2015, 2016, 2017, 2018, 2019, 2020, 2021, 2022, 2023, 2024, 2025, 2026, 2027, 2028, 2029, 2030, 2031, 2032, 2033, 2034, 2035, 2036, 2037, 2038, 2039, 2040, 2041, 2042, 2043, 2044, 2045, 2046, 2047, 2048, 2049, 2050, 2051, 2052, 2053, 2054, 2055, 2056, 2057, 2058, 2059, 2060, 2061, 2062, 2063, 2064, 2065, 2066, 2067, 2068, 2069, 2070, 2071, 2072, 2073, 2074, 2075, 2076, 2077, 2078, 2079, 2080, 2081, 2082, 2083, 2084, 2085, 2086, 2087, 2088, 2089, 2090, 2091, 2092, 2093, 2094, 2095, 2096, 2097, 2098, 2099, 2100, 2101, 2102, 2103, 2104, 2105, 2106, 2107, 2108, 2109, 2110, 2111, 2112, 2113, 2114, 2115, 2116, 2117, 2118, 2119, 2120, 2121, 2122, 2123, 2124, 2125, 2126, 2127, 2128, 2129, 2130, 2131, 2132, 2133, 2134, 2135, 2136, 2137, 2138, 2139, 2140, 2141, 2142, 2143, 2144, 2145, 2146, 2147, 2148, 2149, 2150, 2151, 2152, 2153, 2154, 2155, 2156, 2157, 2158, 2159, 2160, 2161, 2162, 2163, 2164, 2165, 2166, 2167, 2168, 2169, 2170, 2171, 2172, 2173, 2174, 2175, 2176, 2177, 2178, 2179, 2180, 2181, 2182, 2183, 2184, 2185, 2186, 2187, 2188, 2189, 2190, 2191, 2192, 2193, 2194, 2195, 2196, 2197, 2198, 2199, 2200, 2201, 2202, 2203, 2204, 2205, 2206, 2207, 2208, 2209, 2210, 2211, 2212, 2213, 2214, 2215, 2216, 2217, 2218, 2219, 2220, 2221, 2222, 2223, 2224, 2225, 2226, 2227, 2228, 2229, 2230, 2231, 2232, 2233, 2234, 2235, 2236, 2237, 2238, 2239, 2240, 2241, 2242, 2243, 2244, 2245, 2246, 2247, 2248, 2249, 2250, 2251, 2252, 2253, 2254, 2255, 2256, 2257, 2258, 2259, 2260, 2261, 2262, 2263, 2264, 2265, 2266, 2267, 2268, 2269, 2270, 2271, 2272, 2273, 2274, 2275, 2276, 2277, 2278, 2279, 2280, 2281, 2282, 2283, 2284, 2285, 2286, 2287, 2288, 2289, 2290, 2291, 2292, 2293, 2294, 2295, 2296, 2297, 2298, 2299, 2300, 2301, 2302, 2303, 2304, 2305, 2306, 2307, 2308, 2309, 2310, 2311, 2312, 2313, 2314, 2315, 2316, 2317, 2318, 2319, 2320, 2321, 2322, 2323, 2324, 2325, 2326, 2327, 2328, 2329, 2330, 2331, 2332, 2333, 2334, 2335, 2336, 2337, 2338, 2339, 2340, 2341, 2342, 2343, 2344, 2345, 2346, 2347, 2348, 2349, 2350, 2351, 2352, 2353, 2354, 2355, 2356, 2357, 2358, 2359, 2360, 2361, 2362, 2363, 2364, 2365, 2366, 2367, 2368, 2369, 2370, 2371, 2372, 2373, 2374, 2375, 2376, 2377, 2378, 2379, 2380, 2381, 2382, 2383, 2384, 2385, 2386, 2387, 2388, 2389, 2390, 2391, 2392, 2393, 2394, 2395, 2396, 2397, 2398, 2399, 2400, 2401, 2402, 2403, 2404, 2405, 2406, 2407, 2408, 2409, 2410, 2411, 2412, 2413, 2414, 2415, 2416, 2417, 2418, 2419, 2420, 2421, 2422, 2423, 2424, 2425, 2426, 2427, 2428, 2429, 2430, 2431, 2432, 2433, 2434, 2435, 2436, 2437, 2438, 2439, 2440, 2441, 2442, 2443, 2444, 2445, 2446, 2447, 2448, 2449, 2450, 2451, 2452, 2453, 2454, 2455, 2456, 2457, 2458, 2459, 2460, 2461, 2462, 2463, 2464, 2465, 2466, 2467, 2468, 2469, 2470, 2471, 2472, 2473, 2474, 2475, 2476, 2477, 2478, 2479, 2480, 2481, 2482, 2483, 2484, 2485, 2486, 2487, 2488, 2489, 2490, 2491, 2492, 2493, 2494, 2495, 2496, 2497, 2498, 2499, 2500, 2501, 2502, 2503, 2504, 2505, 2506, 2507, 2508, 2509, 2510, 2511, 2512, 2513, 2514, 2515, 2516, 2517, 2518, 2519, 2520, 2521, 2522, 2523, 2524, 2525, 2526, 2527, 2528, 2529, 2530, 2531, 2532, 2533, 2534, 2535, 2536, 2537, 2538, 2539, 2540, 2541, 2542, 2543, 2544, 2545, 2546, 2547, 2548, 2549, 2550, 2551, 2552, 2553, 2554, 2555, 2556, 2557, 2558, 2559, 2560, 2561, 2562, 2563, 2564, 2565, 2566, 2567, 2568, 2569, 2570, 2571, 2572, 2573, 2574, 2575, 2576, 2577, 2578, 2579, 2580, 2581, 2582, 2583, 2584, 2585, 2586, 2587, 2588, 2589, 2590, 2591, 2592, 2593, 2594, 2595, 2596, 2597, 2598, 2599, 2600, 2601, 2602, 2603, 2604, 2605, 2606, 2607, 2608, 2609, 2610, 2611, 2612, 2613, 2614, 2615, 2616, 2617, 2618, 2619, 2620, 2621, 2622, 2623, 2624, 2625, 2626, 2627, 2628, 2629, 2630, 2631, 2632, 2633, 2634, 2635, 2636, 2637, 2638, 2639, 2640, 2641, 2642, 2643, 2644, 2645, 2646, 2647, 2648, 2649, 2650, 2651, 2652, 2653, 2654, 2655, 2656, 2657, 2658, 2659, 2660, 2661, 2662, 2663, 2664, 2665, 2666, 2667, 2668, 2669, 2670, 2671, 2672, 2673, 2674, 2675, 26

2 day of 8/2/68

[Handwritten signature]

cc: Public

RECEIVED
FEDERAL BUREAU OF INVESTIGATION
U. S. DEPARTMENT OF JUSTICE
WASHINGTON, D. C. 20535
JAN 12 1962

STATE OF MINNESOTA, BEING AN INSTRUMENT TO THE USE OF AN ASSUMED NAME ON 1-15-81
CORPORATE NAME

My use of the assumed name XXXXXXXXXXXXXXXXXXXX CONFIDENTIAL, A PARTNERSHIP
has been denied by the secretary of state because of the existence of the
following names which have been deemed to be the same or deceptively similar
CONFIDENTIAL EMPLOYER, INC.

ORIGINAL

I hereby certify that I have the right to the use of that assumed name or
corporate name because I have:

- (X) 1) Received the attached signed consent of all corporations, partnerships
and single proprietorships operating under the same or deceptively
similar name, or
- () 2) Received the attached certified copy of a final decree of a court
of this state establishing my prior right to the use of this name;
- () 3) Fulfilled the requirements of Minnesota Statutes 30A.115 Subd.
1(a)(1) and have found that the corporation(s), partnership(s)
or single proprietorship(s) has not filed any documents with the
secretary of state in the previous three year period; that my
written notice sent to them by certified mail has been returned
as undeliverable; that, after diligent inquiry, I have been unable
to find any telephone listing in the county in which their register
office is located; and that I have no knowledge that they are
currently engaged in business in this state.

I swear that the foregoing is true and accurate and that I have the
authority to sign this document on behalf of the corporation or other
person or unincorporated association requesting the use of the above-mentioned
name.

signed BY: DIANE E. BENECH
Position: MANAGER

(After acknowledgment)

STATE OF MINNESOTA
County of MINNEAPOLIS

and I, the undersigned, do hereby acknowledge before me this 15 day of August

DIANE E. BENECH
NOTARY PUBLIC - MINNESOTA
MINNEAPOLIS COUNTY
My Commission Expires Jan. 10, 1982

Diane E. Benesch
Notary Public

1. Type or print with dark black ink.
2. Total Filing Fee.....\$10.00
3. Make check for the total filing
fee payable to the Secretary of
State.
4. Fill in filing completed form for
SECRETARY OF STATE
CORPORATE DIVISION
150 STATE STREET, MINNEAPOLIS
55433

FOR USE BY SECRETARY OF STATE

STATE OF MINNESOTA
DEPARTMENT OF STATE

I hereby certify that the within
instrument was filed for record in this
office on the 15th day of August
A. D. 1981, at 4:30 o'clock P. M.,
and was duly recorded in Book 4-25
of Incorporations, on page 382

Joan Anderson
Secretary of State