



CERTIFICATE OF INCORPORATION
OF

DORIUS, ALDER & ASSOCIATES, INC.

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 _____
DORIUS, ALDER & ASSOCIATES, INC.

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: October 30, 1981



Pete T. Cenarrusa

SECRETARY OF STATE

by: *Penny Gura*

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SECRETARY OF
STATE

ARTICLES OF INCORPORATION
OF
DORIUS, ALDER & ASSOCIATES, INC.

The undersigned, acting as incorporator of a corporation under the Idaho Business Corporation Act, adopts the following Articles of Incorporation.

FIRST

The name of the corporation is Dorius, Alder & Associates, Inc..

SECOND

The corporation is a perpetual entity.

THIRD

The corporation is formed and organized to engage in the transaction of any and all lawful business for which corporations may be incorporated under the Idaho Business Corporation Act and as the board of directors may from time to time determine.

FOURTH

The aggregate number of shares which the corporation has the authority to issue is Five Thousand (5,000) shares of common stock, all of one class, at a par value of \$ 1.00 each.

FIFTH

The number of directors of the corporation shall be as specified in the bylaws, and such number may from time to time be increased or decreased in such manner as may be prescribed in the bylaws, provided the number of directors of the corporation shall not be fewer than the number required by law. The initial board of directors shall number two. In case of any increase in the number of directors, the additional directors may be elected by the directors then in office, and the directors so elected shall hold office until the next annual meeting of the stockholders

and until their successors are elected and qualified.

A majority of the shares entitled to vote, represented in person or by proxy, shall constitute a quorum at a meeting of shareholders.

The initial bylaws shall be adopted by the board of directors. The power to alter, amend or repeal the bylaws or adopt new bylaws, subject to repeal or change by action of the shareholders, shall be vested in the board of directors. Such power may be exercised by a majority vote of the board of directors at any annual or special meeting of the board of directors called for that purpose.

The articles of incorporation of this corporation may be amended by a majority vote at any annual or special meeting of the stockholders, either upon consideration of a resolution for amendment adopted by the board of directors or upon consideration of a resolution adopted by the holders of not less than ten (10%) of all the shares entitled to vote at such meeting.

SIXTH

The location and post office address of the initial registered office of the corporation is 725 N. 15th, Boise, Idaho, 83702, and the name of the initial registered agent of the corporation who may be found at that address is Lurie, Ainsworth & Associates, Inc.

SEVENTH

The names and post office addresses of the initial directors of the corporation, appointed by the incorporator to serve until the first election of directors, are as follows:

Rex Dorius
618 Orchard
Boise, Idaho 83706

Ralph L. Alder
618 Orchard
Boise, Idaho 83706

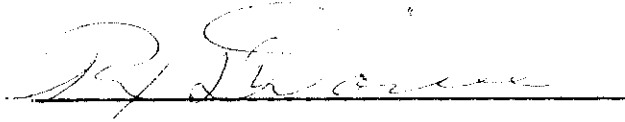
EIGHTH

The name and post office address of the incorporator are as follows:

Rex Dorius

618 Orchard
Boise, Idaho 83706

IN WITNESS WHEREOF, I have hereunto set my hand on this
27th day of October, 1981.

A handwritten signature, likely "R. J. Thomas", is written in cursive over a horizontal line.