

ARTICLES OF INCORPORATION

APR 8 4 18 PM '98

OF

SECRETARY OF STATE
STATE OF IDAHO

R-TEC MACHINE TOOL, INC.

The undersigned natural persons of the age of eighteen years or older, acting as incorporators of R-Tec Machine Tool, Inc., under the Idaho Business Corporation Act, Title 30, Chapter 1, Idaho Code, adopt the following articles of incorporation:

ARTICLE I**NAME**

The name of this Corporation is "R-Tec Machine Tool, Inc."

ARTICLE II**DURATION**

This Corporation shall have perpetual existence.

ARTICLE III**PURPOSE**

The purpose of the Corporation is to engage in any lawful act or activity for which corporations may be organized under the Idaho Business Corporation Act.

ARTICLE IV**CAPITALIZATION**

This Corporation shall have authority to issue an aggregate of one hundred thousand (100,000) shares of stock. This Corporation shall have one (1) class of stock. The class, aggregate number and par value per share of the shares which the Corporation is authorized to issue are as follows:

04/08/1998 09:00
CX: 1247 CI: 91899 SH: 99023

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<u>Class</u>	<u>Number</u>	<u>Par Value Per Share</u>
Common	100,000	No Par Value

Each share of Common stock will have one vote with equal rights to distributions, and equal rights to the net assets of the corporation upon liquidation.

ARTICLE V

PREEMPTIVE RIGHTS

This Corporation elects to have preemptive rights.

ARTICLE VI

CUMULATIVE VOTING

In all elections for Directors, shareholders shall not be permitted to cumulate their votes. Shareholders shall be limited to one vote for each share of stock registered in the shareholder's name on the books of the Corporation.

ARTICLE VII

INITIAL REGISTERED AGENT AND OFFICE

The name of the initial registered agent of this Corporation, and the address of the Corporation's initial registered office, are as follows:

B. Todd Bailey	805 W. Idaho Street, Suite 403 Boise, Idaho 83702
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ARTICLE VIII

DIRECTORS

The business of the Corporation shall be managed by its Board of Directors, each of whom shall be at least eighteen (18) years of age. The number of directors of the Corporation shall be set forth in the Bylaws and may be altered from time to time by amendment of the Bylaws in a manner not prohibited by law. Until so changed, the number of directors shall be four (4). All directors must be stockholders of the Corporation.

The initial board of directors of the Corporation shall consist of four (4) directors. The names and addresses of the persons who are to serve as directors until the first annual meeting of shareholders, or until their successors are elected and qualified, are as follows:

<u>Name</u>	<u>Address</u>
Douglas G. Hastings	6190 S. Tarrega Lane Meridian, Idaho 83642
Gary A. Clayton	11856 W. Driftwood Court Boise, Idaho 83713
Joseph E. Hawkins	606 Bacon Drive Boise, Idaho 83712
Walter T. Hinkle	619 Eagleson Boise, Idaho 83705

ARTICLE IX

INCORPORATORS

The name and address of the incorporator are as follows:

<u>Name</u>	<u>Address</u>
Gary A. Clayton	11856 W. Driftwood Court Boise, Idaho 83713

ARTICLE X

ELIMINATION OF PERSONAL LIABILITY OF DIRECTORS

The directors of this Corporation are not liable to the corporation or to its shareholders for monetary damages for any action taken, or failure to take any action, as a director, except liability for the following:

(1) The amount of a financial benefit received by a director to which he is not entitled;

(2) An intentional infliction of harm on the corporation or the shareholders;

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- (3) A violation of Idaho Code § 30-1-833; or
- (4) An intentional violation of criminal law.

ARTICLE XI

INDEMNIFICATION OF DIRECTORS & OFFICERS

The Corporation shall indemnify and hold harmless each director for liability, as defined in Idaho Code § 30-1-850(5), to any person for any action taken, or any failure to take any action, as a director, except for:

- (1) Receipt of a financial benefit to which he or she is not entitle;
- (2) An intentional infliction of harm on the corporation or the shareholders;
- (3) A violation of Idaho Code § 30-1-833; or
- (4) An intential violation of criminal law.

ARTICLE XII

LIMITED LIABILITY FOR SHAREHOLDERS

The private property of the shareholders shall not be subject to the payment of corporate debts of this Corporation to any extent whatever.

DATED this 7th day of April, 1998.

INCORPORATOR:



Gary A. Clayton, Incorporator