

State of Idaho

Department of State

CERTIFICATE OF INCORPORATION OF

R. J. SALISBURY & ASSOCIATES, INC.

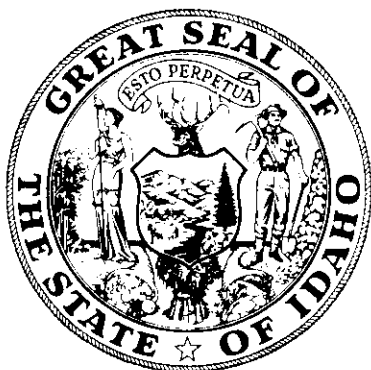
I, PETE T. CENARRUSA, Secretary of State of the State of Idaho, hereby certify that duplicate originals of Articles of Incorporation for the incorporation of _____

R. J. SALISBURY & 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: **July 8, 1983**



Pete T. Cenarrusa

SECRETARY OF STATE

by: _____

ARTICLES OF INCORPORATION

R. J. SALISBURY & ASSOCIATES, INC.

The undersigned, acting as Incorporators of a corporation under the Idaho Business Corporation Act, adopts the following Articles of Incorporation for such corporation:

FIRST

The name of the corporation is:

R. J. SALISBURY & ASSOCIATES, INC.

SECOND

The period of its duration is perpetual.

THIRD

The purpose or purposes for which the corporation is organized are: The transaction of any or all lawful business for which corporations may be incorporated under the Idaho Business Corporation Act.

FOURTH

The aggregate shares which the corporation shall have authority to issue is 50,000 shares of non-accessible stock with a part value of \$1.00 per share.

FIFTH

Provisions denying preemptive rights are:

NONE.

SIXTH

Provisions for the regulation of the internal affairs of the corporation are:

NONE.

SEVENTH

The initial address of the registered office of the corporation is: 690 Vue Estates, Meridian, Idaho 83642

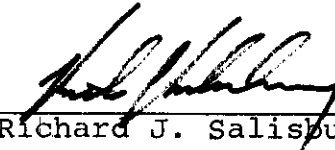
The name of the registered agent at such address is:
Richard J. Salisbury.

EIGHTH

The number of directors constituting the initial Board of Directors of the corporation is two (2), and the names and addresses of the persons who will serve as directors until the first annual meeting of shareholders or until his successor is elected and shall qualify is:

NAMES	ADDRESSES
RICHARD J. SALISBURY	690 Vue Estates, Meridian, Idaho 83642
SUZANNE R. SALISBURY	690 Vue Estates, Meridian, Idaho 83642

Dated this day of July, 1983.


Richard J. Salisbury


Suzanne R. Salisbury