

State of Idaho

Department of State

CERTIFICATE OF INCORPORATION OF

LOGGER'S SERVICES, 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 the above named corporation, 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: May 11, 1992



Pete T. Cenarrusa

SECRETARY OF STATE

By *Jamie Chadwick*

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ARTICLES OF INCORPORATION
OF
LOGGER'S SERVICES, INC.

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

FIRST: The name of the Corporation is **LOGGER'S SERVICES, INC.**

SECOND: The period of its duration is perpetual.

THIRD: The purposes for which the Corporation is organized is to provide payroll and personnel services to the logging and other industries together with all related activities and the transaction of any and all lawful business for which corporations may be incorporated under the Idaho Business Corporation Act.

FOURTH: The aggregate number of shares which the Corporation shall have authority to issue is 10,000 shares, with \$100 par value per share.

FIFTH: There are no provisions denying pre-emptive rights.

SIXTH: The internal affairs of the Corporation shall be governed by a duly adopted Code of Bylaws which shall be consistent with these Articles of Incorporation and the laws of the State of Idaho.

SEVENTH: The address of the initial registered office of the Corporation is 222 7th Street, Suite G07, St. Maries,

Idaho 83861, County of Benewah, State of Idaho, and the name of the registered agent at such address is L.A. Wellock.

EIGHTH: The number of directors constituting the initial Board of Directors of the Corporation is four (4) and 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 shall qualify, are:

LLOYD A. WELLOCK	9701 Hillview Hayden, Idaho 83835
MELINDA C. WHIPPLE	1189 Elm Drive St. Maries, Idaho 83861
DONALD HUMPHREY	Rt. 1 Box 76 St. Maries, Idaho 83861
MEL MASTERSON	Rt. 2 Box 175 St. Maries, Idaho 83861

NINTH: The name and address of each incorporator is:

LLOYD A. WELLOCK	9701 Hillview Hayden, Idaho 83835
MELINDA C. WHIPPLE	1189 Elm Drive St. Maries, Idaho 83861
DONALD HUMPHREY	Rt. 1 Box 76 St. Maries, Idaho 83861
MEL MASTERSON	Rt. 2 Box 175 St. Maries, Idaho 83861

DATED this 7th day of May, 1992.



Lloyd A. Wellock



Melinda C. Whipple



Donald Humphrey



Mel Masterson

STATE OF IDAHO,)
 : ss
County of Benewah)

On this 7th day of May, 1992, before me, the undersigned, a Notary Public in and for the State of Idaho, personally appeared LLOYD A. WELLOCK, MELINDA C. WHIPPLE, DONALD HUMPHREY and MEL MASTERSON, known to me to be the persons whose names are subscribed to the within instrument and acknowledged to me that they executed the same.

IN WITNESS WHEREOF, I have hereunto set my hand and seal the day and year first above written.

Furnier Sherris

Notary Public - State of Idaho
Residing at St. Maries therein
My commission expires: 1-13-97