



CERTIFICATE OF AMENDMENT
OF

F. O. FLETCHER, INC.

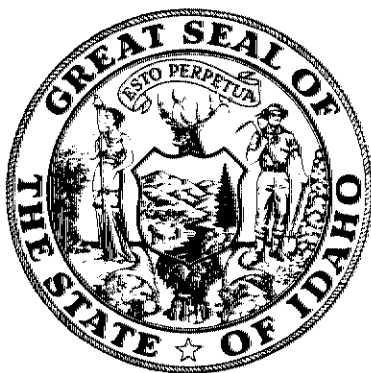
I PETE T. CENARRUSA, Secretary of State of the State of Idaho hereby, certify that
duplicate originals of Articles of Amendment to the Articles of Incorporation of _____

F. O. FLETCHER, INC.

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
Amendment to the Articles of Incorporation and attach hereto a duplicate original of the Articles
of Amendment.

Dated December 23, 19 85



SECRETARY OF STATE

Corporation Clerk

AMENDMENT TO THE ARTICLES OF INCORPORATION, AND BYLAWS
OF F.O. FLETCHER, INC., AN IDAHO CORPORATION

REFERENCE: ARTICLE VI

April 9, 1985

WHEREAS, the corporation desires to amend its Articles and By-laws as provided in Section 30-1-58, Idaho Code, a resolution has been presented to the Shareholders, and the Board of Directors, of F.O. Fletcher, Inc., as follows:

WHEREAS, a resolution was approved by the Shareholders and Board of Directors, on December 9, 1983 at a special meeting, duly authorized by proper notice, taking the place of the annual meeting of Shareholders and Board of Directors, at the Madison Hotel, in Seattle, Washington. Said resolution authorized a new class of Common Stock, of no par value, to be identified as F.O. Fletcher, Inc. Common Stock Class B, in the amount of 500 shares, and was further approved by 100% of the Shareholders, representing 100% of the shares issued and outstanding as of that date and,

WHEREAS, the newly authorized shares of stock were in all respects, except voting rights, to be considered the same as any common shares heretofore authorized and issued.

NOW BE IT RESOLVED, that pursuant to a resolution to amend the the Articles of Incorporation adopted on April 9, 1985, said common shares issued and classified therein as non-voting shares of stock, and further identified as F.O. Fletcher, Inc., common stock Class B, shall now be authorized voting rights, and shall be, in all respects, identical to shares originally issued by the corporation.

The shares issued as F.O. Fletcher, Inc., common stock Class B, may be redeemed for shares of F.O. Fletcher, Inc., common stock with full voting rights. New certificates will be issued upon request, after submittal to the corporation of the certificates issued as common stock Class B. All shares now outstanding as Class B Common Stock, have been accorded full voting rights as of April 9, 1985 and may be voted at any meeting of the Shareholders subsequent to that date.

(Cont'd)

(a) The name of the corporation:

F.O. FLETCHER, INC., an Idaho corporation

(b) The amendment so adopted:

An amendment to authorize full voting rights to the class of non-voting common stock identified as F.O. Fletcher, Inc., common stock Class B, which was authorized for issue on December 9, 1983, and subsequently distributed as a stock dividend. The articles and bylaws of F.O. Fletcher, Inc., shall be amended to reflect the above.

(c) The date of the adoption of the amendment by the Shareholders, or by the incorporators, or the Board of Directors:

April 9, 1985

(d) The designation of the number of outstanding shares entitled to vote upon the Articles of Amendment:

Five Hundred (500) shares is the designated number of outstanding shares entitled to vote upon the Articles of Amendment.

(e) The number of shares voted for and against such amendment:

Five Hundred (500) shares voted for the amendment.

(g) Notation that such amendment does not affect a change in the amount of stated capital:

Such amendment does not affect a change in the amount of stated capital.

Upon approval of 100% of the Shareholders and shares of voting stock issued and outstanding, this amendment has been adopted.

The following named shareholders, together constituting 100% of the shares of voting stock issued and outstanding, by their execution hereof acknowledge this amendment to the Articles of Incorporation of F.O. Fletcher, Inc., an Idaho corporation.

(Cont'd)

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Article Sixth of the Articles of Incorporation of F.O. FLETCHER, INC., an Idaho Corporation shall now be amended to read as follows:

ARTICLE SIXTH

The aggregate number of shares which this corporation is authorized to issue is TWO THOUSAND (2,000.00) shares of common capital stock of the par value of ONE HUNDRED DOLLARS (\$100.00) per share, having an aggregate par value of TWO HUNDRED THOUSAND DOLLARS (\$200,000.00). All of such shares are of the same class with equal rights and voting power and without preference or priority of any share over any other, and are non-assessable.

April 9, 1985

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George W. Fletcher

George W. Fletcher

Sarah F. Lawrence

Sarah F. Lawrence

Marianne F. Hirschburg

Marianne F. Hirschburg

Peter L. Hirschburg

Peter L. Hirschburg

Jeannette F. Frick

Jeannette F. Frick

Andrew A. Frick

Andrew A. Frick

Evangeline L. Fletcher

Evangeline L. Fletcher

Attest:

Catherine A. Cyers

Assistant Secretary

Approved:

Peter L. Hirschburg

President

STATE OF IDAHO

County of ADA

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) SS
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I, Peter Jo Shepard, a notary public, do hereby certify that on this 20th day of December, 19 85, personally appeared before me Peter L. Hersickburg and Catherine A. Ayres, who, being by me first duly sworn, each for himself and not the other, did say that the former is the President and that the latter is the Asst Secretary of F.O. FLETCHER, INC, a corporation and that they signed the foregoing in behalf of said corporation, and that the statements therein contained are true.

Jo Shepard
Notary Public for Idaho

Residing at: Base Idaho

My Commission Expires: 4-1-87

(S E A L)