



**CERTIFICATE OF INCORPORATION
OF**

BUSINESS ADMINISTRATORS, 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: December 19, 1985



Pete T. Cenarrusa

SECRETARY OF STATE

by: _____

ARTICLES OF INCORPORATION
OF
BUSINESS ADMINISTRATORS, INC.

DEC 19 9 36 AM '85

The undersigned, acting as the 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: BUSINESS ADMINISTRATORS, INC.

SECOND: The period of its duration is perpetual.

THIRD: The purposes for which the corporation is organized are 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 100 at the par value of \$100.00 per share.

FIFTH: Provisions for the regulation of the internal affairs of the corporation are as provided in the by-laws and as said by-laws may be from time to time amended.

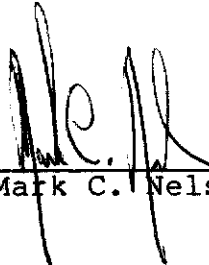
SIXTH: The address of the initial registered office of the corporation is 220 "C" Street, P. O. Box 340, Idaho Falls, Bonneville County, Idaho, 83402, and the name of its initial registered agent at such address is Mark C. Nelson.

SEVENTH: The number of directors constituting the initial board of directors of the corporation is four (4), and the directors are the said Mark C. Nelson, Glenn C. Nelson, Russell Shepherd and J. Mark Scrogam at the said address of 220 "C" Street, P. O. Box 340, Idaho Falls, Bonneville County, Idaho, 83402, who shall serve as such directors until the first annual meeting of the shareholders or until their successors and/or any additional directors are elected and qualify.


EIGHTH: The name and address of the incorporators are Mark C. Nelson, Glenn C. Nelson, Russell Shepherd and J. Mark Scrogam, of 220 "C" Street, P. O. Box

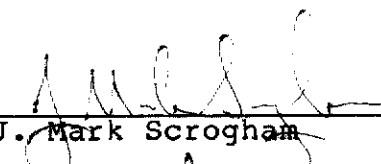
340, Idaho Falls, Bonneville County, Idaho, 83442.

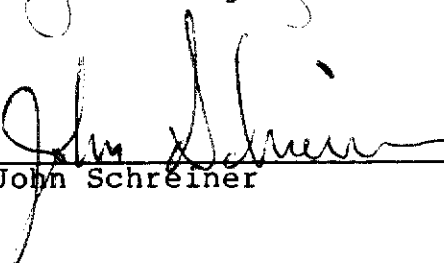
DATED This ____ day of June, 1985.



Mark C. Nelson

Glenn C. Nelson

Russell Shepherd

J. Mark Scroggins

John Schreiner