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State of Idaho

Department of State

CERTIFICATE OF INCORPORATION OF

JAMES T. GLANCEY ARCHITECTS, CHARTERED

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 27, 1991



Pete T. Cenarrusa

SECRETARY OF STATE

Jonya Coulson
Corporation Clerk

ORIGINAL

ARTICLES OF INCORPORATION
OF
JAMES T. GLANCEY, ARCHITECTS, CHARTERED

* * * * *

THE UNDERSIGNED, acting as incorporator 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 JAMES T. GLANCEY ARCHITECTS, CHARTERED.

SECOND

The period of its duration is perpetual.

THIRD

The purpose for which the corporation is organized is for the practice of architecture and providing architectural services to the general public.

FOURTH

The aggregate number of shares which the corporation shall have authority to issue is 50,000, with a par value of \$1.00 per share.

FIFTH

The location of the initial registered office of the corporation is 4477 Emerald, Suite A300, Boise, Idaho 83706, and the name of its initial registered agent is James T. Glancey.

SIXTH

The number of directors constituting the initial Board of Directors is One (1), and the name and address of the person who is to serve until the first annual meeting of the shareholders and until successors are elected and qualified is:

NAME	ADDRESS
James T. Glancey	4477 Emerald, Ste. A300 Boise, Idaho 83706

SEVENTH

The name and address of the incorporator is as follows:

Stephen A. Bradbury
Eberle, Berlin, Kading, Turnbow & McKlveen,
Chartered,
300 N. 6th Street
Post Office Box 1368
Boise, Idaho 83701

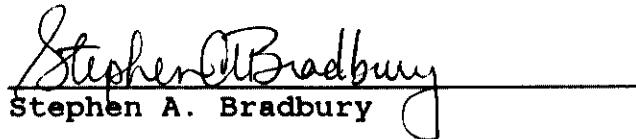
EIGHTH

The Board of Directors is expressly authorized to alter, amend or repeal the Bylaws of the corporation and to adopt new Bylaws, subject to repeal or change by a majority vote of the shareholders.

NINTH

At each election for directors, every shareholder entitled to vote at such election shall have the right to vote, in person or by proxy, one vote for each share owned by him.

IN WITNESS WHEREOF, the undersigned incorporator hereunto sets her hand and seal this 27th day of December, 1991.



Stephen A. Bradbury