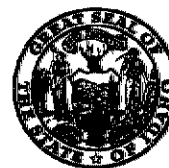


ARTICLES OF INCORPORATION



To the Secretary of State of the State of Idaho

The undersigned, in order to form a Corporation under the provisions of Title 30, Chapter 1, Idaho Code, submits the following articles of incorporation:

SECRETARY OF STATE

Article 1: The name of the corporation shall be: INDUSTRIAL HEALTH AND SAFETY, INC.

Article 2: The number of shares the corporation is authorized to issue is: 100

Article 3: The street address of the registered office is: 3609 SUMMERSET WAY, BOISE, ID. 83709
and the registered agent at such address is: MARK R. SANDOVAL

Article 4: The name and address of the incorporator are: MARK ROGER SANDOVAL
3609 SUMMERSET WAY, BOISE, IDAHO, 83709

Optional articles:

INITIAL DIRECTORS DEFINED UNDER 30-1-202 (d)(2)(a)

LYNNETTE K. SANDOVAL (VICE PRESIDENT, DIRECTOR)
3609 SUMMERSET WAY
BOISE, IDAHO, 83709

MARK R. SANDOVAL (PRESIDENT, SECRETARY, DIRECTOR)
3609 SUMMERSET WAY
BOISE, IDAHO, 83709

Signature of an incorporator:

Mark R. Sandoval, PRESIDENT

Customer Acct #:

(if using pre-paid account)

SECRETARY OF STATE

07/08/1997 09:00
CK: none CT: 83954 SH: 19079

1 @ 100.00 = 100.00 CORP
1 @ 20.00 = 20.00 CORP SUR
1 @ 20.00 = 20.00 EXPEDITE C

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