BOH BROS. CONSTRUCTION CO., INC.

RECEIVED GENERAL CONTRACTORS TATE

SINCE 1909

LA. LICENSE NO. 2179

4 AM 8 31

December 31, 1993

730 S. TONTI STREET P. O. DRAWER 53266 NEW ORLEANS, LA. 70153 PHONE 504/821-2400 FAX 504/821-0714

103/3/ office update

State of Idaho Secretary of State Division of Corporations Statehouse, Room 203 Boise, ID 83720

Gentlemen:

This is to advise that Boh Bros. Construction Co., Inc. has elected Robert S. Boh, formerly a vice president, president and chief executive officer, effective January 1, 1994.

Also, please be advised that Robert H. Boh, former president and chief executive officer, will continue in active employment as chairman of the board of directors.

Please contact us if you have any questions on these changes.

Yours very truly,

Robert H. Boh, Chairman

RHB: jf