

State of Idaho

Department of State

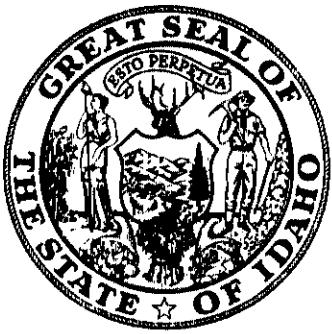
CERTIFICATE OF INCORPORATION OF

PHOENIX SERVICES, 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: November 17, 1993



Pete T. Cenarrusa
SECRETARY OF STATE
By *Ma. Seikel*

ARTICLES OF INCORPORATION
Nov 17 11 51 AM '93 OF
SECRETARY OF STATE
PHOENIX SERVICES, INC.

I. NAME

The name of the corporation is Phoenix Services, Inc.

II. PURPOSE

The purpose of this corporation is to engage in any lawful act or activity for which a corporation may be organized under the Idaho Business Corporation Act other than the banking business, the trust company business or the practice of a profession permitted to be incorporated by the Idaho Corporations Code.

III. DIRECTORS

The number of Directors of the corporation is three (3).

The names and addresses of the persons appointed as initial directors are:

1. Michael Kolb 5556 North Collister Drive, Boise, Idaho, 83703
2. Wallace Lonergan 812 East Linden, Caldwell, Idaho 83605
3. Patricia Kolb 1945 Hendricks Court, Meridian, Idaho 87642

IV. AGENT FOR SERVICE OF PROCESS

The name and address of this corporation's initial agent for service of process in this state is: Michael Kolb 5556 North Collister Drive, Boise, Idaho 83703

V. STOCK

The corporation is authorized to issue one hundred thousand (100,000) shares of capital stock. Par value is set at One Dollar (\$1.00) per share.

VI. CLOSE CORPORATION

This corporation is a close corporation. All of the corporation's issued shares shall be held of record by not more than 35 persons.

VII. DURATION

The duration of the corporation is perpetual from this day forward.

IN WITNESS WHEREOF the undersigned who is the Incorporator of the corporation, has executed the Articles of Incorporation on November 15, 1993.


Michael Kolb