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# State of Idaho

## Department of State

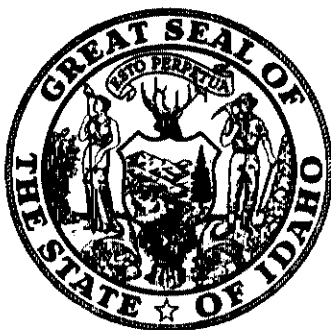
### CERTIFICATE OF INCORPORATION OF

NORTHWEST SAFETY CONSULTANTS, 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: September 21, 1993



*Pete T. Cenarrusa*  
SECRETARY OF STATE

By *Anna Seibel*

ARTICLES OF INCORPORATION  
OF  
Northwest Safety Consultants, Inc.

The undersigned subscriber to these Articles of Incorporation, a natural person competent to contract, hereby forms a corporation under the laws of the State of Idaho.

SEP 21 11 45 AM '83  
SECRETARY OF STATE

ARTICLE I      NAME

The name of the corporation shall be

Northwest Safety Consultants, Inc.

ARTICLE II      NATURE OF BUSINESS

This corporation may engage in or transact any and all lawful activities or business permitted under the laws of the United States, the State of Idaho, or any other state, county, territory or nation.

ARTICLE III      CAPITAL STOCK

The maximum number of shares of stock that this corporation is authorized to have outstanding at any one time is 100,000 shares of common stock having a par value of \$1.00 per share.

ARTICLE IV      ADDRESS

The street address of the initial registered office of the corporation shall be 638 South Curtis, Boise, Idaho and the name of the initial Registered Agent for the corporation at that address is Mr. Myron Woodhall.

ARTICLE V      SPECIAL PROVISIONS

The stock of this corporation is intended to qualify under the requirements of Section 1244 of the Internal Revenue Code and the regulations issued thereunder. Such actions as may be necessary shall be deemed to have been taken by the appropriate officers to accomplish this compliance.

ARTICLE VI      TERM OF EXISTENCE

This corporation shall exist perpetually.

ARTICLE VII      LIMITATION OF LIABILITY

Each director, stockholder and officer, in consideration for his services, shall, in the absence of fraud, be indemnified, whether then in office or not, for the reasonable cost and expenses incurred by him in connection with the defense of, or for advice concerning any claim asserted or proceeding brought against him by reason of his being or having been a director,

stockholder or officer of the corporation or of any subsidiary of the corporation, whether or not wholly owned, to the maximum extent permitted by law. The foregoing right of indemnification shall be inclusive of any other rights to which any director, stockholder or officer may be entitled as a matter of law.

#### ARTICLE VIII SELF DEALING

No contract or other transaction between the corporation and other corporations, in the absence of fraud, shall be affected or invalidated by the fact that any one or more of the directors of the corporation is or are interested in a contract or transaction, or are directors or officers of any other corporation, and any director or directors, individually or jointly, may be a party or parties to, or may be interested in such contract, act or transaction, or in any way connected with such person or person's firm or corporation, and each and every person who may become a director of the corporation is hereby relieved from any liability that might otherwise exist from this contracting with the corporation for the benefit of himself or any firm, association or corporation in which he may be in any way interested. Any director of the corporation may vote upon any transaction with the corporation without regard to the fact that he is also a director of such subsidiary or corporation.

This corporation shall have a minimum of one director. The initial Board of Directors shall consist of:

Myron Woodhall, 638 S. Curtis, Boise, Id. 83705  
Donna Woodhall, 638 S. Curtis, Boise, Id. 83705

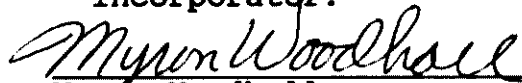
#### ARTICLE IX INCORPORATOR

The name and address of the incorporator is:

Mr. Myron Woodhall  
638 S. Curtis  
Boise, Id. 83705

IN WITNESS WHEREOF, the undersigned has hereunto set his hand and seal on this 21st day of September, 1993.

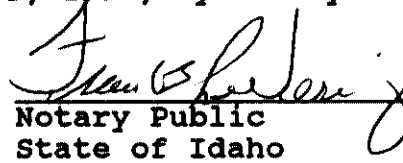
Incorporator:

  
Myron Woodhall

STATE OF Idaho  
COUNTY OF Ada

The foregoing instrument was executed and acknowledged  
before me this 21st day of September, 1993, by Mr. Myron Woodhall.

(SEAL)

  
\_\_\_\_\_  
Notary Public  
State of Idaho

My Commission Expires:  
September 12, 1994

DESIGNATION OF AND ACCEPTANCE  
BY REGISTERED AGENT

The following is submitted in compliance with the laws of the State of Idaho. Northwest Safety Consultants, Inc., a corporation organizing under the laws of the State of Idaho, with its principal office located at 638 S. Curtis, Boise, Idaho, has named Mr. Myron Woodhall, whose address is 638 S. Curtis, Boise, Idaho, as its Agent to accept service of process within this State.

ACCEPTANCE:

I agree as Registered Agent to accept service of process; to keep the office open during prescribed hours; to post my name (and any other officers of said corporation authorized to accept service of process at the above designated address) in some conspicuous place in the office as required by law.

Registered Agent:

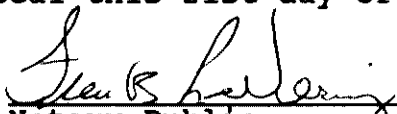
  
Myron Woodhall

STATE OF     Idaho  
COUNTY OF   Ada

BEFORE ME, the undersigned authority, this day personally appeared Mr. Myron Woodhall, who, after being duly sworn, deposes and says that the facts and matters contained above are true and correct, and that he has executed the same for the purposes expressed herein.

WITNESS my hand and official seal this 21st day of  
September, 1993.

(SEAL)

  
Notary Public  
State of Idaho  
My Commission Expires:  
September 12, 1993