



CERTIFICATE OF INCORPORATION
OF

WARN, CLAUSSEN, CLARK & ASSOCIATES, INC.

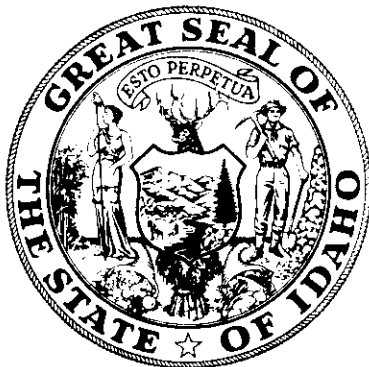
I, PETE T. CENARRUSA, Secretary of State of the State of Idaho, hereby certify that
duplicate originals of Articles of Incorporation for the incorporation of _____

WARN, CLAUSSEN, CLARK & ASSOCIATES, INC.

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: June 9, 1956



SECRETARY OF STATE

by: _____

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ARTICLES OF INCORPORATION
OF
WARN, CLAUSSEN, GLAUB & ASSOCIATES, INC. SECRETARY OF
STATE

The undersigned, acting as incorporators of a corporation under the Idaho Business Corporation Act, adopt the following Articles of Incorporation for such corporation:

1. The name of the corporation is:

WARN, CLAUSSEN, GLAUB & ASSOCIATES, INC.

2. The period of its duration is perpetual.

3. (a) Its purpose is to carry on the business of business, media, and public relations consulting; the purchase, marketing, and sale of services and commodities and other items; ownership, transfer, leasing and sale of real and personal property;

(b) To pledge and mortgage property, borrow money, and extend credit;

(c) To do all things and exercise all powers permitted by law.

4. It shall have authority to issue 1,500 shares, all of one class of no par value.

5. The address of its initial registered office is:

805 West Idaho, No. 419
Post Office Box 701
Boise, Idaho 83701

The name of its initial registered agent at such address is:

Richard C. Claussen

6. The directors constituting its initial board of directors are three (3) in number, whose names and addresses are:

Charles Stanley Warn
1720 Pacific Avenue, No. 337
Los Angeles, California 90291

Richard C. Claussen
805 West Idaho, No. 419
Post Office Box 701
Boise, Idaho 83701

Richard W. Glaub
805 West Idaho, No. 419
Post Office Box 701
Boise, Idaho 83701

7. The name and address of the incorporators are:

Charles Stanley Warn
1720 Pacific Avenue, No. 337
Los Angeles, California 90291

Richard C. Claussen
805 West Idaho, No. 419
Post Office Box 701
Boise, Idaho 83701

Richard W. Glaub
805 West Idaho, No. 419
Post Office Box 701
Boise, Idaho 83701

DATED: June 8, 1982.


Charles Stanley Warn


Richard C. Claussen


Richard W. Glaub