

State of Idaho

Department of State

CERTIFICATE OF INCORPORATION OF

ABC SAFETY SERVICES, INC.

File number C 110481

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: May 5, 1995



Pete T. Cenarrusa
SECRETARY OF STATE

By *Anne Sibel*

ARTICLES OF INCORPORATION

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ABC SAFETY SERVICES, INC.

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We, the undersigned residents of the State of Idaho, being 18 years or more of age, do hereby associate ourselves together for the purpose of forming a for profit corporation under the For Profit Corporation Act of the State of Idaho.

ARTICLE I

Name and Location

The name of the corporation shall be ABC Safety Services, Inc., and its location shall be 373 West Highway 39 Suite 1, City of Blackfoot, County of Bingham, State of Idaho.

ARTICLE II

Duration

The period of duration of this for profit corporation shall be perpetual.

ARTICLE III

Statement of Purpose

To engage in any lawful act or activity for which corporations may be organized under the For profit Corporation Act of the State of Idaho.

ARTICLE IV

Stock Corporation

The corporation shall be a stock, and dividends or pecuniary profits shall be declared or paid to the stockholders there of based upon at the rates and amounts decided by the Board of Directors.

Articles of Incorporation
ABC Safety Services, Inc.

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ARTICLE V

Directors

The number of directors constituting the initial board of directors of the corporation is four (4), and the names and addresses of the persons who are to serve as initial directors are as follows:

<u>Name</u>	<u>Address</u>
1. Marvin J. Ford II	500 Lilac Street Blackfoot, Idaho 83221
2. Henry P. Penner	300 Last Street Blackfoot, Idaho 83221
3. Lucien Frederick	590 Clifford Street Blackfoot, ID 83221
4. Christina Ford	500 Lilac Street Blackfoot, Idaho 83221

ARTICLE VI

Change in Number of Directors

The number of directors may at any time be increased or decreased, not below three (3) directors and not above five (5) directors; by a three-fourths majority vote of the members. In the event of any increase in the number of directors, the additional directorship created may be filled by a majority vote of the members.

ARTICLE VII

Initial Registered Office and Agent

The address of its initial registered office in the State of Idaho is 373 West Highway 39 Suite 1, City of Blackfoot, County of Bingham, and the name of the initial registered agent at such address is Marvin J. Ford II.

ARTICLE VIII

Election of Directors

Election of Directors shall take place at the annual meeting of the membership and shall be by ballot cast by the respective members. A ballot containing the names of all nominees for the directorships to be filled at any meeting shall be mailed to each voting member not less than ten (10) days prior to that meeting.

ARTICLE IX

Corporate Officers and Their Functions

The general officers of the corporation shall be president, vice-president, secretary, and treasurer.

The principle duties of the president shall be to preside at all meetings of the membership and the board of directors and to have general supervision of the affairs of the corporation.

The principle duties of the vice-president shall be to discharge the duties of the president in the event of absence or disability, for any cause whatsoever, of the president.

The principle duties of the secretary shall be to countersign all deeds, leases, and conveyances executed by the corporation, and to safely and systematically keep all books, papers, records, and documents belonging to the corporation, or in any way pertaining to the business thereof, except the books and records incidental to the duties of the treasurer.

The principle duties of the treasurer shall be to keep an account of all monies, credits, and property of any and every nature of the corporation which shall come into his/her hands, and to keep accurate account of all monies received and disbursed and of vouchers of monies disbursed, and to render such accounts,, statements, and inventories of monies received and disbursed and of monies and property on hand, and generally of all matters pertaining to the office, as shall be required by the board of directors.

The board of directors may provide for the appointment of such additional officers as they may deem for the best interest of the corporation.

The officers shall perform such additional or different duties as shall from time to time be imposed or required by the board of directors, or as may be prescribed from time to time by the bylaws.

ARTICLE X

Election of Officers

The officers shall be elected by a majority of the directors, who shall first be elected by the members of the corporation.

ARTICLE XI

Members

This corporation shall consist of four (4) members, to wit:

<u>Name</u>	<u>Address</u>
1. Marvin J. Ford II	500 Lilac Blackfoot, Idaho 83221
2. Henry P. Penner	300 Last Street Blackfoot, Idaho 83221
3. Lucien Frederick	590 Clifford Street Blackfoot, Idaho 83221
4. Christina Ford	500 Lilac Street Blackfoot, Idaho 83221

ARTICLE XII

Non-discrimination

No individual or group of individuals shall be discriminated against because of race, religion, ethnic or cultural background, or previous or current membership in a lawful association.

ARTICLE XIII

Limitation of Member's Liability

The private property of the members of this corporation shall not be liable for its corporate debts.

ARTICLE XIV

Distribution of Assets Upon Dissolution

Upon dissolution of the corporation, the board of directors shall, after paying or making provision for the payment of all of the corporate liabilities, dispose of all the assets of the corporation exclusively for the purpose of the corporation in such a manner, as is fair and equitable to the founders and share holders bases on degree of ownership in the corporation. Compensation shall be paid to the directors responsible for liquidating the corporate assets based on monies expended for that exclusive purposed plus ten (10) percent of the monies recovered as a result of the liquidation.

ARTICLE XV

Amendments

These articles mat be amended in the manner provided by statute at the time of amendment

ARTICLE XVI

Incorporators

The names and residences of the persons forming this corporation are as follows:

<u>Name</u>	<u>Address</u>
1. Marvin J. Ford II	500 Lilac Blackfoot, Idaho 83221
2. Christina Ford	500 Lilac Street Blackfoot, Idaho 83221

ARTICLE XVII

Stock Issuance and Par Value

This corporation shall have the authority to issue 100,000 shares of Common Stock at a par value of one dollar per share.

Executed by the undersigned incorporators in duplicate original at 373 West Highway 39 Suite 1, City of Blackfoot, County of Bingham, State of Idaho on this ____ day of _____ 199 .


Marvin J. Ford II

Incorporator


Christina Ford

Incorporator

STATE OF IDAHO

County of Bingham

On this 24th day of April, 1995, before me, the undersigned, a Notary Public in and for said County and State, personally appeared Marvin J. Ford II, ~~Marvin J. Ford II~~ and Christina Ford, known to me to be the persons whose names are subscribed to the Articles of Incorporation, and acknowledge to me that they execute the same.

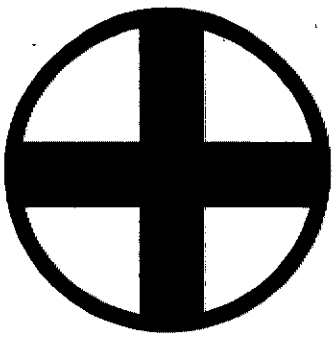
INWITNESS WHEREOF, I have hereunto set my hand and affixed my official seal the day and year certificate first above written.

(Seal)


NOTARY PUBLIC FOR IDAHO

RESIDING AT: Blackfoot

COMM. EX. 9-3-99



ABC Safety Consulting Services



P. O. Box 512 • Blackfoot, ID 83221 • Phone (208) 785-3331

Safety Training Consulting
Agriculture • Business
Construction

SEC OF STATE
Safety Specialist
Inspections
OSHA/MSHA

May 3, 1995

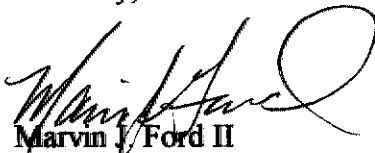
Secretary of State
Corporation Division
700 West Jefferson Room 203
P.O. Box 83720
Boise, ID 83720-0080

Attn: Sally Clark

Dear Ms. Clark,

As requested in the Corporation Notice of Correction dated April 27, 1995, this letter is to serve as a letter of consent from ABC Safety Training, Inc. There are no objections to using ABC Safety Services, Inc. as a legal name for the new corporation. This consent is issued by Marvin J. Ford II acting as the president of ABC Safety Training, Inc.

Sincerely,


Marvin J. Ford II
President
ABC Safety Training, Inc.