



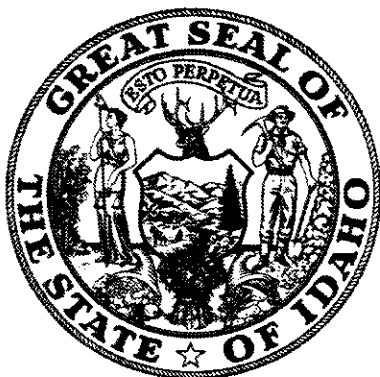
CERTIFICATE OF INCORPORATION  
OF

INLAND EMPIRE QUALITY - PRODUCTIVITY 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 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: June 17, 1987



*Pete T. Cenarrusa*

SECRETARY OF STATE

by: *Sandra Matthews*

ARTICLES OF INCORPORATION  
OF

Inland Empire  
Quality - Productivity Associates Inc.

JUN 17 10 26 AM '81

SECRETARY OF STATE

KNOW ALL MEN BY THESE PRESENTS: That we, the undersigned natural persons of lawful age and citizens of the United States, for the purpose of forming a corporation pursuant to the provisions of the Idaho Business Corporation Act (Title 30, Idaho Code) do hereby certify as follows:

FIRST

The name of the corporation is

Inland Empire Quality - Productivity Associates Inc.

SECOND

The corporation is to have perpetual existence.

THIRD

The purposes and objects for which the corporation is organized include the transaction of any or all lawful business for which corporations may be incorporated under the Idaho Business Corporation Act (Title 30, Idaho Code).

FOURTH

The aggregate number of shares which the corporation shall have authority to issue is: 1,000,000

Such shares are to consist of one class only. The par value of each of such shares shall be \$ .01, which stocks shall not be issued until fully paid for, and once so issued shall be non-assessable.

#### FIFTH

All of the shares of stock issued shall be common stock, and all shares shall have equal value, without preferences, limitations or differences in relative rights with respect to other shares.

#### SIXTH

Stockholders of the corporation shall have pre-emptive and preferential rights of subscription to any shares of stock of the corporation, whether now or hereafter authorized, or to any obligations convertible into stock of the corporation, or to obligations of the corporation convertible into stock. Any stock or obligations issued by the corporation shall first be offered to the stock holders of the corporation.

#### SEVENTH

The address of the initial registered office of the corporation is: W. 3940 Hollister Dr.

Post Falls, ID 83854

The name of the corporation's initial registered agent at such address is: Steven R. De Ment

#### EIGHTH

The number of directors constituting the initial Board of Directors is: Four (4)

The names and addresses of the persons who are to serve as Directors until the first annual meeting of shareholders or until their successors be elected and qualify are:

NAME Steven R. De Ment Pres.

ADDRESS W. 3940 Hollister Dr. Post Falls, ID. 83854

NAME James E. House Vice-Pres.

ADDRESS E. 12104 Fairview Ave. Spokane, WA. 99206

NAME David T. Kenney Jr. Sec.

ADDRESS E. 99 Kelley Rae Dr. Hayden Lake, ID. 83835

NAME Lori D. Kenney Treasurer

ADDRESS E. 99 Kelley Rae Dr. Hayden Lake, ID. 83835

NAME \_\_\_\_\_

ADDRESS \_\_\_\_\_

### NINTH

The names and addresses of all incorporators are:

NAME STEVEN R. DEMENT

ADDRESS W. 3940 HOLLISTER DR. POST FALLS, ID 83854

NAME JAMES E. HOUSE

ADDRESS E 12104 FAIRVIEW SPOKANE, WA 99206

NAME DAVID T. KENNEY JR.

ADDRESS E. 99 KELLEY RAE DR. HAYDEN LAKE, ID 83835

NAME \_\_\_\_\_

ADDRESS \_\_\_\_\_

NAME \_\_\_\_\_

ADDRESS \_\_\_\_\_

NAME \_\_\_\_\_

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NAME \_\_\_\_\_

ADDRESS \_\_\_\_\_

NAME \_\_\_\_\_

ADDRESS \_\_\_\_\_

IN WITNESS WHEREOF, we have hereunto set our hands and  
seals this 29<sup>th</sup> day of May, 1987.

Steven R. DeMent  
President

James E. House  
Vice-President

David T. Kenney Jr.  
Secretary

STATE OF IDAHO }  
County of Kootenai } ss.

On this 29<sup>th</sup> day of May, 1987,  
before me, the undersigned, a Notary Public in and for the  
State of Idaho, personally appeared:

STEVEN R. DEMENT

JAMES E. HOUSE

DAVID T. KENNEY JR

known to me to be the persons whose names are subscribed to  
the within and foregoing instrument, and acknowledged to me  
that they executed the same, and that they were persons of  
lawful age and citizens of the United States of America.

IN WITNESS WHEREOF, I have hereunto set my hand and  
affixed my official seal the day and year in this certifi-  
cate first above written.

(Seal)

Patricia Cann  
Notary Public for Idaho

Residing at East Falls

My commission expires: 9-2-1991