

ARTICLES OF INCORPORATION  
OF

SPENCE PLUMBING, INC.

FILED  
99 DEC 16 09:32  
STATE OF IDAHO

1. Name. The name of the Corporation is SPENCE PLUMBING, INC.

2. Authorized shares. The aggregate number of shares the Corporation is authorized to issue shall be 10,000, all of which shall be common voting stock.

3. Registered office and agent. The registered office of the Corporation is 1111 North Midland Blvd., Nampa, Idaho 83651, and its Registered Agent at that address is STEVEN S. SPENCE.

4. Incorporators. The name of the Incorporators and Incorporators' addresses are as follows:

STEVEN S. SPENCE  
1111 North Midland Blvd.  
Nampa, Idaho 83651

LORI M. SPENCE  
1111 North Midland Blvd.  
Nampa, Idaho 83651

5. Initial Directors. The names and addresses of the initial Directors are as follows:

STEVEN S. SPENCE  
1111 North Midland Blvd.  
Nampa, Idaho 83651

IDAHO SECRETARY OF STATE  
12/16/1999 09:00  
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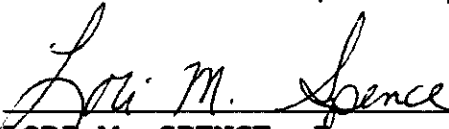
CONF

LORI M. SPENCE  
1111 North Midland Blvd.  
Nampa, Idaho 83651

6. Corporate Purpose. The purpose for which this Corporation is organized is the transaction of any and all lawful business for which Corporations may be incorporated under the Idaho Business Corporation Act.

IN WITNESS WHEREOF, we have subscribed these Articles of Incorporation this \_\_\_\_\_ day of December, 1999.

  
STEVEN S. SPENCE, Incorporator

  
LORI M. SPENCE, Incorporator