

**CERTIFICATE OF INCORPORATION
OF**

RELOCATION SYSTEMS & SERVICE RESEARCH, 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: November 13, 1989



Pete T. Cenarrusa

SECRETARY OF STATE

by:

Elizabeth Zabala

ARTICLES OF INCORPORATION
OF

RECEIVED
SEC. OF STATE

RELOCATION SYSTEMS & SERVICE RESEARCH, INC., 9 06
a/k/a R.S.S.R., INC.

KNOW ALL MEN BY THESE PRESENTS: That we, the undersigned, acting as incorporators of a corporation under the Idaho Business Corporation Act, adopt the following Articles of Incorporation for such corporation:

FIRST

The name of the corporation is RELOCATION SYSTEMS & SERVICE RESEARCH, INC., a/k/a R.S.S.R., INC.

SECOND

The period of its duration is perpetual.

THIRD

The purpose or purposes for which the corporation is organized are: research, development, and implementation of programs, plans, and methods for relocating and moving of people and their property, and all other things incidental thereto necessary to conduct business, together with the transaction of all other lawful business for which corporations may be incorporated under the Idaho Business Corporation Act, Section 30-1-3.

FOURTH

The aggregate number of shares which the corporation shall have authority to issue is 5,000 shares of \$1.00 par value common stock.

FIFTH

Shareholders shall have full pre-emptive rights.

SIXTH

Provisions for the regulation of the internal affairs of the corporation are such as may be provided by the By-Laws of the corporation, including provision for restriction on transfer of shares, as provided in Idaho Business Corporation Act, Section 30-1-23A.

SEVENTH

The address of the initial registered office of the corporation is 864 South University, Blackfoot, Idaho 83221, and the name of its initial registered agent at such address is RALPH HAMM.

EIGHTH

The number of directors constituting the initial Board of Directors of the corporation is three (3), and the names and addresses of persons who are to serve as Directors until the first annual meeting of shareholders, or until their successors are elected and shall qualify are:

<u>NAME</u>	<u>ADDRESS</u>
Saundra Hamm	864 South University Blackfoot, Idaho 83221
Ralph Hamm	864 South University Blackfoot, Idaho 83221
Brett Hamm	864 South University Blackfoot, Idaho 83221

NINTH

The name and address of each incorporator is:

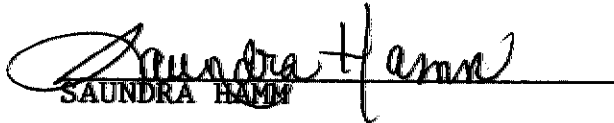
NAME

ADDRESS

Saundra Hamm

864 South University
Blackfoot, Idaho 83221

DATED and signed this 25th day of May, 1989.


SAUNDRA HAMM


STATE OF IDAHO

County of Bingham

} ss.

On this 25th day of May, 1989, before me, the undersigned, a notary public in and for said state, personally appeared SAUNDRA HAMM, known to me to be the person whose name is subscribed to the within instrument and acknowledged to me that she executed the same.

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


Notary Public for State of Idaho
Residing at Blackfoot, Idaho

My cmn exprs: 12-1-94