

**FILED EFFECTIVE**

ARTICLES OF AMENDMENT      2014 DEC 31 AM 8:54  
to  
ARTICLES OF INCORPORATION      SECRETARY OF STATE  
of      STATE OF IDAHO  
INDUSTRIAL HYGIENE RESOURCES, LTD.

The undersigned, being the President of Industrial Hygiene Resources, Ltd., a corporation organized under the Idaho Business Corporation Act (the "corporation"), hereby adopts the following Articles of Amendment to the Articles of Incorporation for the corporation, pursuant to Idaho Code §§ 30-1-59 and 30-1-61. The amendments adopted are as follows:

**ARTICLE I**  
**Name**

The name of this corporation is "Industrial Hygiene Resources, Ltd."

**ARTICLE II**  
**Duration**

This corporation shall have a perpetual existence.

**ARTICLE III**  
**Purpose**

The purpose of the corporation is to engage in any lawful act or activity for which corporations may be organized under the Idaho Business Corporation Act.

**ARTICLE IV**  
**Capitalization**

This corporation shall have authority to issue an aggregate of one hundred thousand (100,000) shares of stock. This corporation shall have one (1) class of stock. The class, aggregate number and par value per share of the shares which the corporation is authorized to issue are as follows:

<u>Class</u>	<u>Number</u>	<u>Par Value Per Share</u>
Common	100,000	No Par Value

Each share of common stock will have one vote with equal rights to distributions, and equal rights to the net assets of the corporation upon liquidation.

IDAHO SECRETARY OF STATE

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ARTICLES OF AMENDMENT TO ARTICLES OF INCORPORATION CT: 172099 BH: 1455010  
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**ARTICLE V**  
**Preemptive Rights**

This corporation elects to have preemptive rights.

**ARTICLE VI**  
**Non-Cumulative Voting**

In all elections for directors, shareholders shall not be permitted to cumulate their votes.

**ARTICLE VII**  
**Directors**

The business of the corporation shall be managed by its Board of Directors, each of whom shall be at least eighteen (18) years of age. The number of directors of the corporation shall be set forth in the Bylaws and may be altered from time to time by amendment of the Bylaws in a manner not prohibited by law. Until so changed, the number of directors shall be three (3). Directors need not be shareholders of the corporation.

**ARTICLE VIII**  
**Elimination of Personal Liability of Directors**

The directors of this corporation are not liable to the corporation or to its shareholders for monetary damages arising from a breach of fiduciary duty or for any action taken or any failure to take any action as a director, except:

- (1) for any breach of the director's duty of loyalty to the corporation or its shareholders;
- (2) for acts or omissions not in good faith or which involve intentional misconduct or a knowing violation of law;
- (3) as provided in Idaho Code § 30-1-833; or
- (4) for any transaction from which the director derived an improper personal benefit.

**ARTICLE IX**  
**Indemnification of Directors & Officers**

The corporation shall have the authority, in accordance with Idaho state law, to indemnify each director or officer, or any person who may have served at its request as a director or officer of another corporation in which it has shares of capital stock or of which it is a creditor, against expenses actually and necessarily incurred by him or her in connection with the defense of any action, suit, or proceeding in which he or she is made a party by reason of being or having been a

director or officer of the corporation or of such other corporation (whether or not he or she continues to be a director or officer at the time of incurring such expense) except in relation to matters as to which he or she shall be adjudged in such action, suit, or proceeding to be liable for negligence or willful misconduct in the performance of his or her duty as such director or officer. Such indemnification shall not be deemed exclusive of any other rights to which those indemnified may be entitled under any Bylaw, agreement, vote of shareholders, or otherwise.

The corporation shall have the right to defend and to incur reasonable expenses in the defense of any such actions, suits, or proceedings brought against any such director, officer, or person. Wherever in this section a director or officer is referred to, such reference shall include his or her personal representatives, executors, and administrators.

**ARTICLE X**  
**Limited Liability for Shareholders**

The private property of the shareholders shall not be subject to the payment of corporate debts of this corporation to any extent whatever.

**ARTICLE XI**

Except as amended by these Articles, the Articles of Incorporation of this corporation shall remain in effect as previously adopted.

...

The number of shares outstanding and entitled to vote thereon was 100 shares of voting common stock. The number of shares voted for such Amendment was 100 (unanimous). There were no shares voted against such amendment. The Amendment does not provide for an exchange, reclassification and cancellation of issued shares, and no such exchange, reclassification or cancellation shall occur. The Amendment does not effect a change in, or require an increase in, the amount of stated capital.

DATED this 30<sup>th</sup> December day of August, 2014.  
HB

  
\_\_\_\_\_  
HARRY J. BEAULIEU, President

VERIFICATION

STATE OF IDAHO    )  
                              ) ss.  
County of Ada        )

Harry J. Beaulieu, being first duly sworn upon oath, deposes and says:

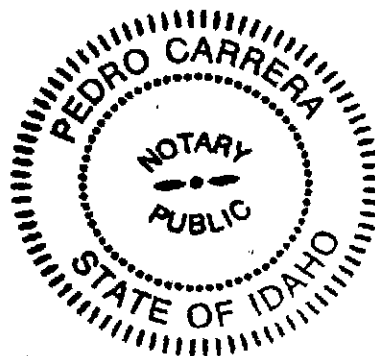
That he is the President of Industrial Hygiene Resources, Ltd., that he has read the foregoing, knows the contents thereof, and verily believes the facts therein stated to be true.

Harry J. Beaulieu  
Harry J. Beaulieu

SUBSCRIBED AND SWORN To before me this 30<sup>th</sup> day of December ~~August~~ 2014.  
HB

Pedro Carrera  
Notary Public for Idaho  
Residing at Boise, Idaho  
Commission Expires: OCT 21, 2019

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ARTICLES OF AMENDMENT TO ARTICLES OF INCORPORATION - 4.