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SECRETARY OF STATE

ARTICLES OF INCORPORATION

OF

CHICKERING CORPORATION

TO THE SECRETARY OF THE STATE
OF THE STATE OF IOWA:

We, the undersigned persons, acting as Incorporators of a Corporation organized under the Iowa Business Corporation Act, Chapter 496A, Iowa Code (1983), hereby adopt the following Articles of Incorporation for such Corporation:

I. The name of the Corporation is Chickering Corporation.

II. Corporate existence shall commence immediately, and continue in perpetuity.

III. The Coporation is organized to transact any and all lawful business for which corporations may be incorporated under the Iowa Business Corporation Act, Chapter 496A, Iowa Code (1983).

IV. The aggregate number of shares which the Corporation has authority to issue is:

CLASS	NUMBER OF SHARES	VALUE
Common	1,000	No par value

V. The address of the initial registered office of the corporation is 621 West Benton, Winterset, Madison County, Iowa 50273, and the name of its initial registered agent at such address is Chet R. Chickering.

VI. The number of directors constituting the initial Board of Directors of the Corporation is two (2) and the names and addresses of the persons who are to serve as directors until the first annual meeting of shareholders or until their successors are elected and shall qualify are:

NAME	ADDRESS
Chet R. Chickering	621 West Benton, Winterset, Iowa 50273
Gary R. Chickering	11539 Hadley St., Overland Park, Kansas 66204

STATE OF IOWA, MADISON COUNTY, ss.

Inst. No. 1475 Filed for Record this 23 day of February 19 84 at 9:10 AM
Book 35 Page 25 Recording Fee $6.00 Mary E. Welty, Recorder, By Shirley G. Henry Deputy

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VII. The initial officers of the Corporation who shall serve as such until the next annual meeting or until their successors are elected and qualify are:

NAME	OFFICER
Gary R. Chickering	President
Chet R. Chickering	Vice President
Gary R. Chickering	Secretary
Chet R. Chickering	Treasurer

VIII. The name and address of each Incorporator is:

NAME	ADDRESS
Chet R. Chickering	621 West Benton, Winterset, Iowa 50273
Gary R. Chickering	11539 Hadley St., Overland Park, Kansas 66204

IX. Shareholders Pre-emptive Rights - Except as in this Article provided, shareholders shall possess pre-emptive rights to acquire unissued shares, outstanding shares and/or treasury shares of the Corporation; and for obligations of the Corporation convertible in such shares, whether then or thereafter authorized. Shareholders with holdings of less than 5% of the outstanding stock of the Corporation (excluding any treasury stock) shall not possess any pre-emptive rights.

X. The shares of the Corporation shall be represented by certificates signed by the President or Vice President and the Secretary or Treasurer of the Corporation. The Corporation shall have no seal.

XI. The By-Laws of the Corporation may provide for any lawful provisions restricting the transfer and ownership of shares of stock of the Corporation.

Dated February 7, 1984.

GARY R. CHICKERING

Chet R. Chickering
CHET R. CHICKERING
INCORPORATORS

OFFICE OF THE SECRETARY OF STATE
This instrument recorded in Book R-42 Page 578 Des Moines, Iowa February 8 1984
Expires Perpetual Recpt No. 134934
Filed By Sterling Law Office Winterset, Iowa 50273
Filing Fee 5.00 Recording Fee
Mary Jo Odell Secretary of State

STATE OF IOWA
MADISON COUNTY

On this 7 day of February, 1984, before me personally appeared Gary R. Chickering and Chet R. Chickering, to me known to be the persons named in and who executed the foregoing Articles of Incorporation, and acknowledged that they executed the same as their voluntary act and deed.

KATHLEEN EDWARDS
MY COMMISSION EXPIRES
9-22-86

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Kathleen Edwards
Notary Public in and for Iowa