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MARY E. WELTY
RECORDER
MADISON COUNTY, IOWA
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SECRETARY
OF STATE

ARTICLES OF INCORPORATION
OF
BARBER AND ASSOCIATES, INC.

TO THE SECRETARY OF STATE
OF THE STATE OF IOWA:

I, the undersigned person acting as incorporator of a corporation organized under the Iowa Business Corporation Act, under Chapter 496A of the Code of Iowa 1979, hereby adopt the following Articles of Incorporation for such corporation.

ARTICLE I

The name of the corporation shall be BARBER and ASSOCIATES, INC.

ARTICLE II

The period of duration of this corporation shall be perpetual.

ARTICLE III

The purpose for which the corporation is organized is to engage in and do any lawful act concerning any and all lawful businesses for which corporations may be organized under the Iowa Business Corporation Act, and it shall have unlimited power to engage therein.

ARTICLE IV

The total number of shares which the corporation is authorized to issue is One Hundred Thousand (100,000) shares of Common Stock with a par value of One Dollar ($1.00) per share.

ARTICLE V

No holder of Common Stock shall be entitled to preemptive rights.

ARTICLE VI

The address of the initial registered office of the

corporation is RR #1, the City of St. Charles, County of Madison, State of Iowa, and the name of its initial registered agent at such address is Ned A. Barber.

ARTICLE VIII

The number of directors constituting the initial Board of Directors is one and the name and address of the person who is to serve as director until the first annual meeting of shareholders or until their successors are elected and shall qualify is:

Ned A. Barber
RR #1
St. Charles, Iowa 50240

ARTICLE VIIII

The name and address of the incorporator is:

Ned A. Barber
RR. #1
St. Charles, Iowa 50240

ARTICLE IX

No contract or other transaction between the corporation and any other corporation shall be affected or invalidated by the fact that any one or more of the directors of this corporation is or are interested in, or is a director or officer, or are directors or officers of such other corporation, and any director or directors, individually or jointly may be a party or parties to or may be interested in any contract or transaction of this corporation or in which this corporation is interested; and no contract, act or transaction of this corporation or any person or persons, firm or association, shall be affected or invalidated by the fact that any director or directors of this corporation is a party, or are parties to, or interested in, such contract, act, or transaction, or in any way connected with such person or persons, firm or association and each and every person who may become a director of this corporation is hereby relieved from any liability that might otherwise exist from contracting with the corporation for the benefit of himself or any firm or corporation in which he may in any ways be interested.

ARTICLE X

Deeds, mortgages and leases for an intitial stated term of five years or more shall be executed by the president or a vice president and shall be countersigned or attested by the secretary or an assistant secretary. Mortgage releases, leases for an intital stated term or less than five years and other instruments affecting or relating to real estate but not amounting to a conveyance or mortgage thereof may be executed by any one or more of the officers of the corporation.

Dated this 8th day of May, 1980.

Frances Rae James
Notarial Seal
Iowa

My Commission expires September 30, 1982

Ned A. Barber
Incorporator

STATE OF IOWA
SS.
COUNTY OF POLK

On this 8th day of May, 1980, before me personally appeared Ned A. Barber to me known to be the person named in and who executed the foregoing Articles of Incorporation, and acknowledged that he executed the same as his voluntary act and deed.

Frances Rae James
Notary Public in and for Polk County

OFFICE OF THE SECRETARY OF STATE
Des Moines, Iowa

This instrument recorded in Book W-36, Page 179, May 8 1980
Expires, Cert. No. 110220, Receipt No. —
Filed By Ned A Barber, 1st Clearing Iowa 50240
Filing Fee 20.00 Recording Fee 1.50 Secretary of State

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