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ARTICLES OF INCORPORATION
OF
ENVIRONMENTAL SERVICES AND PLANNING, LTD.

JAN 9 12 28 PM '81
SECRETARY OF STATE

TO THE SECRETARY OF STATE
OF THE STATE OF IOWA:

I, the undersigned, acting as the incorporator under the provisions of Chapter 496 A of the Code of Iowa, do hereby adopt the following Articles of Incorporation, to wit

ARTICLE I

The name of the corporation is: Environmental Services and Planning, Ltd.

ARTICLE II

The corporation shall have perpetual duration.

ARTICLE III

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

ARTICLE IV

The aggregate number of no par value shares which the corporation is authorized to issue is Ten Thousand, (10,000), consisting of a single class and of a single series.

ARTICLE V

The address of the initial registered office of the corporation is RR, Box 67, St. Charles, Iowa, Madison County, 50240 and the name of the initial registered agent at such address is Linda M. Ruppe.

ARTICLE VI

The affairs of the corporation shall be managed by a Board of Directors of not less than one (1) or more than five (5) directors who shall elect a President, Vice President, Secretary, Treasurer, and any other officer as may be provided for in the By-Laws of the corporation.

The election of directors shall take place at each annual meeting of the stockholders to be held as shall be provided in the By-Laws. Until the first annual meeting of the stockholders, the corporation shall be managed by one director, to wit: Linda M. Ruppe, RR 1, Box 67, St. Charles, Iowa 50240.

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MARY E. WELTY
RECORDER
MADISON COUNTY, IOWA
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ARTICLE VII

At all the meetings of the stockholders, each stockholder shall be entitled to one vote for each share of stock held by him and standing in his name on the corporate record, which vote he may cast in person or by written proxy.

ARTICLE VIII

All deeds, mortgages, or contracts involving real property need only be executed by the president; provided however, the presidents signature must first be authorized by a majority vote of the Board of Directors.

ARTICLE IX

Amendments to these articles may be made at any annual meeting of the stockholders, or at a special meeting called for that purpose, by a majority vote. The By-Laws may be amended by a majority vote at a regular board meeting or at a special meeting for that purpose.

ARTICLE X

The private property of the stockholders shall be exempt from corporate debt and liability except to the extent and in the manner otherwise provided by laws of the State of Iowa.

INCORPORATOR:

Linda M. Ruppe
Linda M. Ruppe

ADDRESS:

RR 1, Box 67
St. Charles, Iowa
50240

STATE OF IOWA

COUNTY OF POLK

On this 8th day of January, 1981, before me, a Notary Public in and for Polk County, Iowa, personally appeared Linda M. Ruppe, to me known to be the person named in and who executed the foregoing instrument, and acknowledged that she executed the same as her voluntary act and deed:

IN WITNESS WHEREOF I have hereunto signed my name and affixed my Notary Seal the day and year last written above.

Jennie L. Jacks

NOTARIAL SEAL JENNIE L. JACKS POLK COUNTY

OFFICE OF THE SECRETARY OF STATE
Des Moines, Iowa

This instrument recorded in Book T-37, Page 531 January 9 1981
Expires Perpetual, Cert. No. 11427, Receipt No. —
Filed By Linda M. Ruppe, St. Charles, Iowa 50240
Filing Fee 20.00 Recording Fee 4.50 Mary Jane Odell
Secretary of State

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