AMENDED AND RESTATED
ARTICLES OF INCORPORATION
OF
GRIP-TITE MANUFACTURING CO., INC.

RECEIVED
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SECRETARY OF STATE
IOWA

TO THE SECRETARY OF STATE
OF THE STATE OF IOWA:

Pursuant to the provisions of the Iowa Business Corporation Act, §496A.61 of the Code of Iowa (1975), the undersigned Corporation hereby adopts the following Amended and Restated Articles of Incorporation:

ARTICLE I

The name of the Corporation is GRIP-TITE MANUFACTURING CO. INC.

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BOOK 31 PAGE 557
1977 AUG 12 PM 4:28
MARY E. WELTY
RECORDER
MADISON COUNTY, IOWA
Fee #4.50
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ARTICLE II

The period of its duration is perpetual.

ARTICLE III

The Corporation shall have unlimited power 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.

ARTICLE IV

The aggregate number of shares which the Corporation shall have authority to issue shall be one hundred thousand (100,000) shares of Common Stock with a par value of Ten Dollars ($10.00) per share.

ARTICLE V

All transfers, conveyances, leases, mortgages or assignments of real estate or of any interest therein shall be executed by both the President and Secretary of the Corporation or any two (2) officers authorized by the Board of Directors. All releases of liens, judgments and other claims that are required by law to be made of record shall be executed by any officer of the Corporation or any other person designated by the Board of Directors. All transfers, conveyances, leases or encumbrances of personal property or any interest therein shall be executed by any officer of the Corporation or any agent authorized by the Board of Directors.

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These Restated Articles of Incorporation: (1) set forth the provisions of the Articles of Incorporation of the Corporation as heretofore and hereby amended; (2) have been duly adopted as required by law; and (3) supersede the original Articles of Incorporation of the Corporation and all amendments thereto.

Dated July 2, 1977.

GRIP-TITE MANUFACTURING CO., INC.

By Will C. Johnson
Will C. Johnson, President

M. K. Johnson
M. K. Johnson, Secretary

STATE OF IOWA)
) SS
COUNTY OF ~~POLK~~ Madison)

I, Will C. Johnson, being first duly sworn on oath, depose and state that I am the President of Grip-Tite Manufacturing Co., Inc. and that I executed the foregoing Amended and Restated Articles of Incorporation as the President of the Corporation and that the statements contained therein are true.

Will C. Johnson
Will C. Johnson, President

JO ANN ALLEN
Iowa
NOTARIAL SEAL

Subscribed and sworn to before me this 2 day of July, A.D. 1977.

Jo Ann Allen
Notary Public in and for the State of Iowa

OFFICE OF THE SECRETARY OF STATE
Des Moines, Iowa

This instrument recorded in Book R-32 Page 598 July 18 1977
Expires ; Cert. No. 89230 Receipt No. —
Filed By Langman, Gorrie, McLaughlin, Sinnett & Brown
Filing Fee $2.00 Recording Fee $1.00 Secretary of State Jan L. Shaw

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