O. H.

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January A.D. 1973 at 4:25 o'clock PM
Mary E. Welty, Recorder

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SECRETARY OF STATE
IOWA

ARTICLES OF INCORPORATION

OF

R. EDWARD BAUR CORPORATION

To The Secretary of State
of the State of Iowa

The undersigned, acting as incorporator of a corporation under the Iowa Business Corporation Act (Chapter 496A, Code of Iowa [1966]) hereby adopts the following Articles of Incorporation:

ARTICLE I

Name of Corporation

The name of the corporation is R. EDWARD BAUR CORPORATION.

ARTICLE II

Duration

This corporation shall have perpetual duration.

ARTICLE III

Purpose and Powers

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

ARTICLE IV

Stock

The aggregate number of shares which the corporation is authorized to issue is Ten Thousand (10,000) shares, consisting of a single class, and of a single series. Each share shall have a par value of One Hundred Dollars ($100.00).

ARTICLE V

Registered Office and Agent

The address of the initial registered offices of the corporation is Rural Route, Van Meter, Iowa, and the name of the initial registered agent at such address is R. Edward Baur.

ARTICLE VI

Directors

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

R. Edward Baur	Rural Route, Van Meter, Iowa
Lorraine Baur	Rural Route, Van Meter, Iowa

ARTICLE VII

Officers

The names and addresses of the persons who are to serve as officers until the first annual meeting of the Board of Directors, or until their successors are elected and qualified are:

OFFICE	NAME AND ADDRESS
President	R. Edward Baur, Rural Route, Van Meter, Iowa
Vice President	Lorraine Baur, Rural Route, Van Meter, Iowa
Secretary	Drew R. Tillotson, Tenth Floor Hubbell Bldg. Des Moines, Iowa
Treasurer	Lorraine Baur, Rural Route, Van Meter, Iowa

ARTICLE VIII

Incorporator

The name and address of the sole incorporator is:

DREW R. TILLOTSON — Tenth Floor, Hubbell Building, Des Moines, Iowa 50309

ARTICLE IX

Pre-Emptive Right

The shareholders shall have the pre-emptive right to acquire additional shares of the corporation as to both treasury shares, or authorized, but unissued, shares of the corporation.

ARTICLE X

Voting Rights

Each outstanding share of stock shall be entitled to one vote on each matter submitted to a vote at a meeting of shareholders. The cumulative method of voting shall be employed at all elections of directors.

ARTICLE XI

By-Laws

The initial By-Laws shall be adopted for the corporation by the Board of Directors. The By-Laws may contain provisions restricting the transfer of shares.

DATED at Des Moines, Iowa, this 27th day of December, 1972.

R. EDWARD BAUR CORPORATION

By Drew R. Tillotson
Drew R. Tillotson

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STATE OF IOWA)
) SS.
COUNTY OF POLK)

On this 27th day of December, 1972, before me, a Notary Public personally appeared Drew R. Tillotson, and being the person who executed the foregoing instrument, acknowledged that he executed the same as his voluntary act and deed.

Sheila P. Stutter
Notary Public in and for the State of
I O W A

OFFICE OF THE SECRETARY OF STATE
Des Moines, Iowa

This instrument recorded in Book L-27, Page 578, December 28 1972
Expires perpetual, Cert. No. 61797, Receipt No. —
Filed By Nyemaster, Goode, McLaughlin, Emery & O'Brien attys
Filing Fee $2.00 Recording Fee $2.00 Secretary of State
Des Moines, Iowa 50309