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Madison

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SECRETARY OF STATE

ARTICLES OF INCORPORATION

OF

R & D ENGINEERING, INC.
OF EARLHAM

BE IT KNOWN BY THESE ARTICLES: That Rodney M. Ramsey and Connie J. Ramsey, the undersigned persons acting as incorporators of a corporation organized under Chapter 496A, Code of Iowa, 1985, hereby adopt for the following Articles Of Incorporation.

ARTICLE I

The name of the corporation is R & D ENGINEERING, INC. OF EARLHAM.

ARTICLE II

The corporation shall have unlimited power to engage in or do any lawful act concerning any and all lawful business for which corporations may be organized under this chapter.

ARTICLE III

The aggregate number of shares which the corporation shall have authority to issue is 100,000 shares which are to consist of one class only and that all of such shares shall have a par value of $1.00 for each share.

ARTICLE IV

When the board of directors so determine, the issuance of any treasury stock shall first be offered at the price set by the directors pro rata to the present stockholders of the corporation and no shareholder shall be denied this pre-emptive right.

ARTICLE V

Any shareholder desiring to sell, transfer or alienate any or all of his shares of stock of the corporation shall first offer such stock to the other shareholders and the corporation before a shareholder is free to transfer his stock without any restriction.

ARTICLE VI

The officers of this corporation shall be a president, a vice president, a secretary and a treasurer and such other officers as shall be provided for in the by-laws, one person may hold two or more offices at the same time. All conveyances and mortgages of real property made by the corporation shall be executed by the president and countersigned by the secretary, and all releases of mortgages, liens, judgments or other claims that are required to be made of record may be executed by the president, vice-president, or secretary of the corporation.

ARTICLE VII

The annual meeting of the stockholders shall be held at the office of the corporation on the 1st day of July of each year beginning with the year 19 86, at which time the stockholders shall elect a board of directors and transact such other business as may lawfully come before them.

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1986 MAY 30 PM 2:44

MARY E. WELTY
RECORDER
MADISON COUNTY, IOWA
Fee $15.00

#2. Articles of Incorporation

ARTICLE VIII

The address of the initial registered office of the corporation is 817 Madison Avenue, Earlham, Madison County, Iowa 50072, and the name of the initial registered agent at such address is:

Rodney M. Ramsey

ARTICLE IX

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

Rodney M. Ramsey, 817 Madison Avenue, Earlham, Iowa 50072.

Connie J. Ramsey, 817 Madison Avenue, Earlham, Iowa 50072.

ARTICLE X

The name and address of the incorporators are:

Rodney M. Ramsey, 817 Madison Avenue, Earlham, Iowa 50072.

Connie J. Ramsey, 817 Madison Avenue, Earlham, Iowa 50072.

ARTICLE XI

The private property of the shareholders shall not be subject to payment of the corporate debts to any extent whatsoever nor shall the shareholders be held for any corporate liability except to the extent of the value of their shares therein.

ARTICLE XII

Amendments to the articles of incorporation shall be made in the manner as specified in Chapter 496A, Code of Iowa, 1985.

ARTICLE XIII

The corporate life of this corporation shall begin on the date of the issuance of the certificate of incorporation by the Secretary of State of the State of Iowa, and shall have perpetual succession unless dissolved by the provisions of Chapter 496A, Code of Iowa, 1985.

Dated this 30 day of April, 1986.

Connie J. Ramsey (Connie J. Ramsey)

Rodney M. Ramsey (Rodney M. Ramsey)

STATE OF IOWA :
: SS
MADISON COUNTY :

On this 30 day of April, 1986, before me, the undersigned,

#3. Articles of Incorporation

a Notary Public in and for the State of Iowa, personally appeared Connie J. Ramsey and Rodney M. Ramsey to me known to be the identical persons named in and who executed the within and foregoing instrument, and acknowledged that they executed the same as their voluntary act and deed.

Notary Public in and for the
State of Iowa.

(SEAL)

OFFICE OF THE SECRETARY OF STATE
DES MOINES, IOWA

This instrument recorded in Book —, Page —, May 1 1986
Expires 6-12-89, Cert. No. C043350, Receipt No.
Filed by R+D Engineering, Inc. of Earlham, 1901 Chestnut, Earlham, Ia. 50072
Filing Fee 20.00 Recording Fee