

**ARTICLES OF INCORPORATION
of
INDUSTRY SUPPORT SERVICES, INC.**

1. The name of the corporation shall be **Industry Support Services, Inc.**
2. The period of duration of the corporation is perpetual.
3. The purposes for which the corporation is organized are to provide quality services on hydraulic, electric, and air equipment for industry, and to transact any and all lawful business for which corporations may be incorporated under Title 10, Chapter 2B of the *1975 Alabama Code* and other applicable law.
4. The corporation shall have authority to issue 100,000 shares of one class only, with a par value of \$.01 per share.
5. The internal affairs of the corporation shall be regulated by the bylaws.
6. The location and mailing address of the corporation's initial registered office, and the name of its initial registered agent at such address are:

Benjamin Foster
741 East Boundary
Montevallo, AL 35115

7. The number of directors constituting the initial board of directors shall be three, and the names and addresses of the persons who are to serve as directors until the first annual meeting of shareholders or until their successors be elected and qualify are:

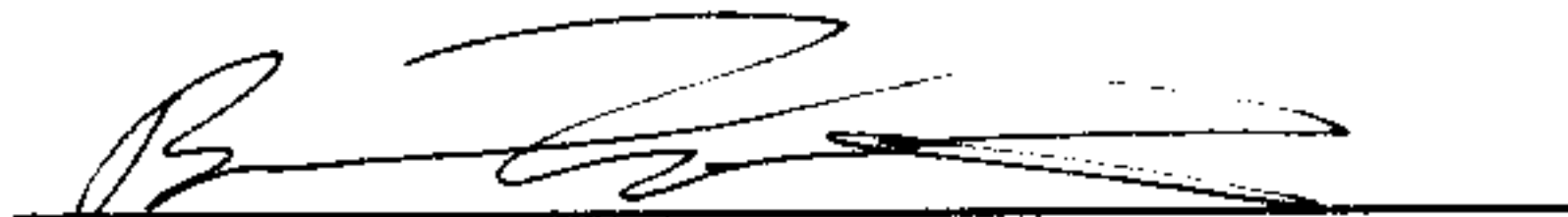
Benjamin Foster
741 East Boundary
Montevallo, AL 35115

Natalie Underwood Foster
741 East Boundary
Montevallo, AL 35115

Terry Corum
392 Kennamer Cove Dr
Woodville, AL 35776

8. The name and address of each incorporator are:

Benjamin Foster
741 East Boundary
Montevallo, AL 35115


Benjamin Foster, Incorporator

Inst # 1995-02973

02/02/1995-02973
11:38 AM CERTIFIED
SHELBY COUNTY JUDGE OF PROBATE
003 MCD 90.00

Inst # 1995-02973

STATE OF ALABAMA

I, Jim Bennett, Secretary of State of the State of Alabama, having custody of the Great and Principal Seal of said State, do hereby certify that pursuant to the provisions of Section 10-2A-26, Code of Alabama 1975, and upon an examination of the corporation records on file in this office, the following corporate name is reserved as available:

Industry Support Services, Inc.

This domestic corporation name is proposed to be incorporated in Shelby County and is for the exclusive use of Steven Sears, Box 4, Montevallo, AL 35115 for a period of one hundred twenty days beginning January 30, 1995 and expiring May 31, 1995.



In Testimony Whereof, I have hereunto set my hand and affixed the Great Seal of the State, at the Capitol, in the City of Montgomery, on this day.

January 30, 1995

Date

A handwritten signature in cursive script that reads 'Jim Bennett'.

Jim Bennett

Secretary of State

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