

Filing Fee \$150.00

State of Rhode Island and Providence Plantations

OFFICE OF THE SECRETARY OF STATE

CORPORATIONS DIVISION
100 NORTH MAIN STREET
PROVIDENCE, RI 02903

Corp. I.D. # 70323

BUSINESS CORPORATION

ORIGINAL ARTICLES OF INCORPORATION

The undersigned acting as incorporator(s) of a corporation under Chapter 7-1.1 of the General Laws, 1956, as amended, adopt(s) the following Articles of Incorporation for such corporation:

FIRST. The name of the corporation is ~~Research Engineering & Manufacturing, Inc.~~

(A close corporation pursuant to §7-1.1-51 of the General Laws, 1956, as amended) (strike if inapplicable)

SECOND. The period of its duration is (if perpetual, so state) perpetual

THIRD. The purpose or purposes for which the corporation is organized are:

To engage in the business of designing, manufacturing, buying and selling fasteners of all types.

To engage in the business of acquiring technology and trademarks relating to fasteners of all types.

To engage in the business of licensing others to use any technology and trademarks relating to fasteners of all types.

To do and to carry on any and all business or activity for which corporations may be organized under the Rhode Island Corporation Business Act, as amended.

FOURTH. The aggregate number of shares which the corporation shall have authority to issue is:

(a) *If only one class:* Total number of shares
(If the authorized shares are to consist of one class only, state the par value of such shares or a statement that all of such shares are to be without par value.)

or

(b) *If more than one class:* Total number of shares 8,000...COMMON

(State (A) the number of shares of each class thereof that are to have a par value and the par value of each share of each such class, and/or (B) the number of such shares that are to be without par value, and (C) a statement of all or any of the designations and the powers, preferences and rights, including voting rights, and the qualifications, limitations or restrictions thereof, which are permitted by the provisions of title 7 of the General Laws in respect of any class or classes of stock of the corporation and the fixing of which by the articles of association is desired, and an express grant of such authority as it may then be desired to grant to the board of directors to fix by vote or votes any thereof that may be desired but which shall not be fixed by the articles.)

1,000 shares of Class A voting \$0.01 par value
7,000 shares of Class B Non-voting \$0.01 par value

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FIFTH. Provisions (if any) dealing with the preemptive right of shareholders pursuant to §7-1.1-24 of the General Laws, 1956, as amended:

None

SIXTH. Provisions (if any) for the regulation of the internal affairs of the corporation:

See Exhibit A attached hereto

SEVENTH. The address of the initial registered office of the corporation is
2700 Hospital Trust Tower, Prov., RI 02903 (add Zip Code)
and the name of its initial registered agent at such address is:
Barry G. Hittner, Esq.

Barry G. Hittner

Signature of registered agent

EIGHTH. The number of directors constituting the initial board of directors of the corporation is 5 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 are elected and shall qualify are:

(If this is a close corporation pursuant to §7-1.1-51 of the General Laws, 1956, as amended, state the name(s) and address(es) of the officers of the corporation.)

<i>Name</i>	<i>Address</i>
Arthur D. Bancroft	28 Enterprise Center, Middletown, RI 02840
Laurie S. Mandley	" " " "
Robert G. Flanders	" " " "
Robert Van Degna	" " " "
Francis Hoban	" " " "

NINTH. The name and address of each incorporator is:

<i>Name</i>	<i>Address</i>
James L. Sheridan, Esq.	2700 Hospital Trust Tower, Prov, RI 0290

TENTH. Date when corporate existence to begin (not more than 30 days after filing of these articles of incorporation):

Upon the filing of these articles

STATE OF RHODE ISLAND } City
COUNTY OF Providence } In the ~~Pow~~ } of Providence
in said county this 15th day of May, A.D. 1992
then personally appeared before me James L. Sheridan

each and all known to me and known by me to be the ^{party} ~~parties~~ executing the foregoing instrument, and they ^{has} ~~severally~~ acknowledged said instrument by ^{him} ~~them~~ subscribed to be their free act and deed.

Marcia M. Hallworth
Notary Public

Marcia M. Hallworth
My Commission Expires July 11, 1993

Rec'd & Filed NOV 20 1992

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EXHIBIT A

Article SIXTH: No director of the Corporation shall be liable to the Corporation or to its stockholders for monetary damages for breach of the director's duty as a director; provided, however, that this Article SIXTH shall not eliminate or limit the liability of a director: (1) for any breach of the director's duty of loyalty to the Corporation or to its stockholders; (ii) for acts or omissions not in good faith or which involve intentional misconduct or a knowing violation of law; (iii) the liability imposed pursuant to the provisions of R.I.G.L. Section 7-1.1-43 (as in effect or as hereafter amended); or (iv) for any transaction from which the director derived an improper personal benefit unless said transaction is permitted by R.I.G.L. Section 7-1.1-37.1 (as in effect or as hereafter amended). If the Rhode Island General Laws are amended after the adoption of this Article SIXTH to authorize corporate action further eliminating or limiting the personal liability of directors, then the liability of each director of the Corporation shall be eliminated or limited to the fullest extent permitted by the Rhode Island General Laws, as so amended. Neither the amendment nor repeal of this Article SIXTH nor the adoption of any provision of these Articles of Incorporation inconsistent with this Article SIXTH shall eliminate or reduce the effect of this Article SIXTH in respect of any matter occurring, or any cause of action, suit or claim that, but for this Article SIXTH, would occur or arise, prior to such amendment, repeal or adoption of an inconsistent provision.

Research Engineering & Manufacturing, Inc.
25 Enterprise Center
Middletown, RI 02840

November 18
~~May~~, 1992

Rhode Island Secretary of State
Corporations Division
100 North Main Street
Providence, RI 02903

Re: Research Engineering & Manufacturing, Inc.
(Massachusetts domestic)

Dear Sir or Madam:

Please be advised that upon the withdrawal of the subject Massachusetts domestic corporation (the "Corporation") from the State of Rhode Island and its subsequent merger into a Rhode Island corporation by the same name (the "Survivor"), the Corporation hereby approves of the use of the name of the Corporation in the State of Rhode Island by the Survivor.

RESEARCH ENGINEERING & MANUFACTURING, INC.

By: Arthur D. Bancroft
Arthur D. Bancroft
President