FORM 4

UNITED STATES SECURITIES AND EXCHANGE COMMISSION

Washington,	D.C.	20549

Check this box if no longer subject to Section 16. Form 4 or Form 5 obligations may continue. See	STATEMENT OF CHANGES IN BENEFICIAL OWNERSHIP
Instruction 1(b).	Filed pursuant to Section 16(a) of the Securities Exchange Act of 1934

OMB APPROVAL OMB Number: Estimated average burden hours per response: 0.5

Filed pursuant to Section 16(a) of the Securities Exchange Act of 1934 or Section 30(h) of the Investment Company Act of 1940

1. Name and Address of Reporting Person* SLITER EVERIT A (Last) (First) (Middle)																of Reporting Pe icable) or		son(s) to Iss 10% Ov	ner		
					3. Date of Earliest Transaction (Month/Day/Year) 12/12/2003										Officer (give title below)		Other (s below)				
(Street) KALISP (City)			59901 (Zip)		4. If	f Ame	ndment,	Date	of Ori	ginal Fil	led (N	Month/Da	ay/Year)		6. Ind Line)	Form	iled by One	e Repo	g (Check Ap orting Perso n One Repo	n	
(City)			le I - Nor	n-Deriv	ative	Se Se	curitie	s Ac	auir	ed. D	ispo	osed c	of. or B	enef	ficially	/ Owned	<u> </u>				
1. Title of Security (Instr. 3) 2. Tran			2. Trans	action	ar)	2A. Deemed Execution Date, if any (Month/Day/Year)		3. e, Ti	3. Transaction Code (Instr.		4. Securities Acquired (A) Disposed Of (D) (Instr. 3, 5)			A) or	5. Amou Securition Beneficition	nt of es ally Following	6. Ownership Form: Direct (D) or Indirect (I) (Instr. 4)		7. Nature of Indirect Beneficial Ownership		
									С	ode	, ,	Amount	(A) (D)	or F	Price	Reporte Transac (Instr. 3	tion(s)			nstr. 4)	
Common Stock ⁽¹⁾⁽²⁾ 12/12					2/2003	2/2003			G		725	5 D S		\$ <mark>0</mark>	38,773			D			
		7	able II -										, or Be			Owned					
1. Title of Derivative Security (Instr. 3)	2. Conversion or Exercise Price of Derivative Security	3. Transaction Date (Month/Day/Year)	3A. Deeme Execution if any (Month/Da	Date, Transa Code (of E		Expir	5. Date Exercisal Expiration Date Month/Day/Year		le and	7. Title and Amount of Securities Underlying Derivative Security (Instr. 3 and 4)		urity	8. Price of Derivative Security (Instr. 5)	9. Number derivative Securities Beneficial Owned Following Reported Transactio (Instr. 4)	ve es ally ng d tion(s)	10. Ownership Form: Direct (D) or Indirect (I) (Instr. 4)	11. Nature of Indirect Beneficial Ownership (Instr. 4)	
					Code	v	(A)	(D)	Date Exerc	cisable	Exp Date	oiration e	Title	or Nui of	nount mber ares						
Option	\$19.164	06/30/1999			A		2,420		12/31	1/1999	06/3	30/2004	Commor Stock	2,	420	\$19.164	2,420		D		
Option	\$22.136	01/29/2003			A		1,650		07/29	9/2003	01/2	29/2008	Commor	1,	650	\$22.136	4,070		D		

Explanation of Responses:

- 1. Includes 6,480 shares held directly and 32,293 shares held jointly with Mr. Sliter's wife.
- 2. Mr. Sliter also holds 141,240 shares indirectly including 49,017 shares owned by Mr. Sliter's wife; 19,123 shares held in an IRA account for the benefit of Mr. Sliter's wife; 60,189 shares held in an IRA account for the benefit of Mr. Sliter; 9,027 shares held in a simplified employee pension plan; 2,414 shares held in a savings retirement account and 1,470 shares held in a family partnership.

/s/ James H. Strosahl signing on behalf of Everit A. Sliter

12/16/2003

** Signature of Reporting Person

Date

Reminder: Report on a separate line for each class of securities beneficially owned directly or indirectly.

- * If the form is filed by more than one reporting person, see Instruction 4 (b)(v).
- ** Intentional misstatements or omissions of facts constitute Federal Criminal Violations See 18 U.S.C. 1001 and 15 U.S.C. 78ff(a).

Note: File three copies of this Form, one of which must be manually signed. If space is insufficient, see Instruction 6 for procedure.

Persons who respond to the collection of information contained in this form are not required to respond unless the form displays a currently valid OMB Number.