FORM 4

UNITED STATES SECURITIES AND EXCHANGE COMMISSION

Washington,	D.C.	20549	

STATEMENT	OF CHANGES	IN BENEFICIAL	OWNERSHIP
• ., ==	J. J. 17 11 12 12 1		•

	OMB APPRO	VAL
	OMB Number:	3235-0287
l	Estimated average burd	en
l	hours per response:	0.5

Check this box if no longer subject to Section 16. Form 4 or Form 5 obligations may continue. See Instruction 1(b). 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* MACMILLAN JOHN S															(Ch	neck a	onship o all applic Directo	,		son(s) to Iss 10% Ov	
(Last)	(F	irst)	(Middle)			3. Date of Earliest Transaction (Month/Day/Year) 11/06/2003										Officer below)	(give title		Other (s below)	specify	
(Street) KALISP (City)		tate)	59901 (Zip)	Doriu	-	If Amendment, Date of Original Filed (Month/Day/Year) tive Securities Acquired, Disposed of, or Benefice							Lin	X Form filed by One Reporting Person Form filed by More than One Reporting Person							
1. Title of Security (Instr. 3) 2. Transa Date (Month/D					saction	ction 2A. Deemed Execution Date,			3. Ti	3. Transaction Code (Instr.		4. Securities Acquired (A)			d (A) or) or 5. Amo 4 and Securit Benefic Owned		nt of s ally following	Form (D) o	: Direct r Indirect str. 4)	7. Nature of Indirect Beneficial Ownership
									С	Code	,	Amount	((A) or (D)	Price	т	Reported Transaction(s) (Instr. 3 and 4)				(Instr. 4)
Common Stock ⁽¹⁾⁽²⁾ 11/06.					6/2003	03			G		4,285 D		\$0		113	113,131		D			
		Т	able II -				urities s, warr									/ Ow	ned				
1. Title of Derivative Security (Instr. 3)	2. Conversion or Exercise Price of Derivative Security	3. Transaction Date (Month/Day/Year)	ite Execution			Fransaction Code (Instr. 18)		of Ex		6. Date Exercisal Expiration Date (Month/Day/Year			7. Title and Amount of Securities Underlying Derivative Secu (Instr. 3 and 4)			Deri Secu	8. Price of Derivative Security (Instr. 5)	9. Number of derivative Securities Beneficially Owned Following Reported Transaction(s (Instr. 4)	ly	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	Ex Da	piration te	Title		Amount or Number of Shares						
Option	\$19.164	06/30/1999			A		2,420		12/3	31/1999	06	/30/2004	Comn		2,420		\$0	2,420		D	
Option	\$22.136	01/29/2003			A		1,650		07/29	9/2003	01.	/29/2008	Comn		1,650		\$0	4,070		D	

Explanation of Responses:

1. Includes 17,980 shares owned jointly with Mr. MacMillan's wife.

2. Mr. MacMillan also holds 54,212 shares indirectly, including 3,227 shares held in an IRA account for the benefit of Mr. MacMillan; 44,794 shares owned by Mr. MacMillan's wife; 5,644 shares held in an IRA account for the benefit of Mr. MacMillan's wife; and 547 shares held in a family partnership

/s/ James H. Strosahl signing

on behalf of John S.

MacMillan

** Signature of Reporting Person Date

11/10/2003

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.