FORM 4

## UNITED STATES SECURITIES AND EXCHANGE COMMISSION

Washington, D.C. 20549

<b>STATEMENT</b>	<b>OF CHANGE</b>	ES IN BEN	IEFICIAL (	OWNERS	HIP

UIVID APP	RUVAL
OMB Number:	3235-0287
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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

	nd Address of IN STEP	Reporting Person* HEN D				r Name <b>an</b> CK HIL						]			ationship of all applica Director		Perso	n(s) to Issu 10% Ow	
(Last)	`	First)	(Middle)		3. Date of Earliest Transaction (Month/Day/Year) 02/29/2012								Officer (g below)	give title		Other (s below)	pecify		
(Street) RAPID (		D State)	57709 (Zip)	4	4. If Amendment, Date of Original Filed (Month/Day/Year)							6. Indi Line) X	Form file	Joint/Group Filing (Check Applicable filed by One Reporting Person filed by More than One Reporting n					
1 Title of	Security (Ins		able I - Non-l	Derivat		ecuritie		÷	ired, D	Disp		of, or Bo			Owned 5. Amount	of	6. Owi	nership	7. Nature of
Date				Execution Date if any (Month/Day/Yea		·,   T	Transaction Code (Instr.		Dispose	d Of (D) (Ir	Of (D) (Instr. 3, 4		Securities Beneficially Owned Following		Form:	Direct Indirect	Indirect Beneficial Ownership		
									Code	v	Amount	(A) (D)	or F	Price	Reported Transactio (Instr. 3 an				(Instr. 4)
Common Stock													2,642.1242			D			
Common Stock													2,400			I	By Terry Newlin Bypass Trust		
			Table II - De			curities Ils, warr									wned				
Derivative Conversion Date		3. Transaction Date (Month/Day/Year)	ate Execution Date,		4. Transaction Code (Instr. r) 8)		5. Number of Derivative Securities Acquired (A) or Disposed of (D) (Instr. 3, 4 and 5)		ate Exer piration I onth/Day	Date	Securities Under		rlying Derivative		9. Number derivative Securities Beneficiall Owned Following Reported Transactio	e s ally g	10. Ownership Form: Direct (D) or Indirect (I) (Instr. 4)	Beneficial Ownership (Instr. 4)	
			Code V (A) (D) Date Expiration Date Title Amount or Number of Shares						(Instr. 4)										
Phantom Stock Unit	(1)	02/29/2012		A		456.76			(2)		(3)	Common Stock	45	6.76	\$32.48	12,260.	1614	I	by Trust
Phantom Stock Unit	(1)	03/01/2012		A		137.8802			(2)		(3)	Common Stock	137	.8802	\$32.9	12,398.	0417	I	by Trust

## Explanation of Responses:

- 1. 1 for 1 Conversion Ratio
- ${\it 2. Derivative Security is exercisable upon retirement under terms of the agreement.}\\$
- 3. Derivative Security expires upon retirement under terms of the agreement.

## Remarks:

<u>Lorna Zacher, by power of attorney</u> 03/02/2012

\*\* Signature of Reporting Person Date

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

- $^{\star}$  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.