FORM 4

UNITED STATES SECURITIES AND EXCHANGE COMMISSION

Washington, D.C. 20549

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STATEMENT	OF CHANGES	IN BENEFICIAL	OWNERSHIP

OMB APPROVAL								
OMB Number: 3235-028								
Estimated average burden								
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

	nd Address of	Reporting Person*				r Name an CK HIL					[]			tionship of all applica Director) Perso	n(s) to Issue	
(Last)	`	irst)	(Middle)		3. Date of Earliest Transaction (Month/Day/Year) 11/30/2011							Officer (give title below)			Other (specify below)			
(Street) RAPID (D State)	57709 (Zip)		4. If Am	endment, [Date o	f Original	Filed ((Month/Da	y/Year)		6. Indiv _ine) X	Form file	ed by One	Repor	Check Appl ting Person One Report	
Table I - Non-Derivative Securities Acquired, Disposed of, or Beneficially Owned																		
1. Title of Security (Instr. 3) 2. Trai		2. Transac	Execution Date,		3. Transa	ection	4. Securities Acquired (A) Disposed Of (D) (Instr. 3, 4		red (A) or str. 3, 4 ar	nd 5)	5. Amount of Securities Beneficially Owned Following Reported Transaction(s) (Instr. 3 and 4)		Form:	Direct Indirect str. 4)	7. Nature of Indirect Beneficial Ownership (Instr. 4)			
Common Stock								16,864.122			D							
Table II - Derivative Securities Acquired, Disposed of, or Beneficially Owned (e.g., puts, calls, warrants, options, convertible securities)																		
Derivative Conversion Date Exec Security or Exercise (Month/Day/Year) if any		3A. Deemed Execution Date if any (Month/Day/Yea	Code (Instr.		Derivative		6. Date Exercisable and Expiration Date (Month/Day/Year)		7. Title and Amount of Securities Underlying Derivative Security (Instr. 3 and 4)		ing '	8. Price of Derivative Security (Instr. 5)	9. Number of derivative Securities Beneficially Owned Following Reported Transaction(s)	e es ally g	10. Ownership Form: Direct (D) or Indirect (I) (Instr. 4)	Beneficial Ownership (Instr. 4)		
				Code	v	(A)	(D)	Date Exercisal		xpiration ate	Title	Amount Number Shares			(Instr. 4)			
Phantom Stock Unit	(1)	11/30/2011		A		458.0153		(2)		(3)	Common Stock	458.01	153	\$32.75	21,471.	2224	I	by Trust
Phantom Stock Unit	(1)	12/01/2011		A		238.4965		(2)		(3)	Common	238.49	965	\$32.86	21,709.	7189	I	by Trust

Explanation of Responses:

- 1. 1 for 1 Conversion Ratio
- 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>

12/02/2011

** 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.