FORM 4

## UNITED STATES SECURITIES AND EXCHANGE COMMISSION

washington,	D.C.	20549	

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l	OMB Number:	3235-0287				
	Estimated average burde	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).

## STATEMENT OF CHANGES IN BENEFICIAL OWNERSHIP

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

ı	nd Address of	Reporting Person*				r Name <b>an</b> CK HIL					[]		elationship of ck all applica Director	ble)	Perso	on(s) to Issue	
(Last)	`	First)	(Middle)		3. Date of Earliest Transaction (Month/Day/Year) 02/27/2009							Officer ( below)	give title		Other (specifically below)	pecify	
(Street) RAPID ( (City)		D State)	57709 (Zip)			endment, [					,	Line)	Form file Form file Person	ed by One	Repor	(Check Appli rting Person One Reporti	
			able I - Non-					<del>-</del>	Dis				_				
a mas of coounty (mounty)		. Transac ate Month/Da	action 2A. Deemed Execution Date, Day/Year) if any (Month/Day/Yea		, Transa Code (	3. Transaction Code (Instr. 8)  4. Securities Acquired (A) Disposed Of (D) (Instr. 3, 4)			5. Amount of Securities Beneficially Owned Following Reported		6. Ownership Form: Direct (D) or Indirect (I) (Instr. 4)		Nature of ndirect Seneficial Ownership Instr. 4)				
					Code	v	Amount	(A) (D)	or Price	Transaction(s) (Instr. 3 and 4)							
Common	Stock			03/02/2	2009			I		127.5	74 A	\$17.2	6,308	.7445	<sup>7</sup> 445 D		
	Table II - Derivative Securities Acquired, Disposed of, or Beneficially Owned (e.g., puts, calls, warrants, options, convertible securities)																
1. Title of Derivative Security (Instr. 3)	2. Conversion or Exercise Price of Derivative Security	3. Transaction Date (Month/Day/Year)	3A. Deemed Execution Date, if any (Month/Day/Year	Code	action (Instr.	5. Numbe Derivative Securities Acquired or Dispos of (D) (Ins 4 and 5)	e (A) eed	6. Date Ex Expiration (Month/Da	n Date	te Securities Under		s Underlying e Security	8. Price of Derivative Security (Instr. 5)	9. Number of derivative Securities Beneficially Owned Following Reported Transaction(s)	e s ally g	10. Ownership Form: Direct (D) or Indirect (I) (Instr. 4)	11. Nature of Indirect Beneficial Ownership (Instr. 4)
				Code	v	(A)	(D)	Date Exercisab		expiration ate	Title	Amount or Number of Shares		(Instr. 4)			
Phantom Stock Unit	(1)	02/27/2009		A		701.8529		(2)		(3)	Common Stock	701.8529	\$17.81	7,642.3	843	I	by Trust
Phantom Stock Unit	(1)	03/02/2009		A		157.7349		(2)		(3)	Common	157.7349	\$17.2	7,800.1	192	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.

By: Roxann R. Basham For: 03/03/2009 David C. Ebertz

\*\* 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.