FORM 4

UNITED STATES SECURITIES AND EXCHANGE COMMISSION

gton, D.C. 20549	OMB APPROVAL

OMB Number:	3235-0287					
Estimated average burder	n					
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

1. Name ar <u>Vering</u>		Reporting Person*				r Name an CK HIL					[]	(Ch	5. Relationship of Reporting Person(s) to Issuer (Check all applicable) X Director 10% Own							
(Last)	,	First)	(Middle)		3. Date of Earliest Transaction (Month/Day/Year) 08/31/2010								Officer (below)	give title		Other (specify below)				
(Street) RAPID (D State)	57709 (Zip)		4. If Amendment, Date of Original Filed (Month/Day/Year) 6. Individual or Joint/Group Filing (Check Applicabl Line) X Form filed by One Reporting Person Form filed by More than One Reporting Person															
		T	able I - Non-I	Derivat	tive S	ecuritie	s Ac	quired,	Dis	posed o	of, or Be	neficially	Owned							
Date			Transact ate //onth/Day		2A. Deemed Execution Date, if any (Month/Day/Year		r, Transaction Disposed Code (Instr.		ities Acquir d Of (D) (In:	red (A) or str. 3, 4 and !	5. Amoun Securities Beneficia Owned Fo	Forr lly (D) (ollowing (I) (I		Direct Indirect Istr. 4)	7. Nature of Indirect Beneficial Ownership					
								Code	v	Amount	(A) (D)	Price	Transacti (Instr. 3 a	on(s)			Instr. 4)			
Common	Stock			09/01/2	2010			I		8.53	8 A	\$31.0	8 2,745	2,745.6675		2,745.6675		6675 D		
			Table II - De			curities Ils, warr							Owned							
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.	Derivative Securities Acquired or Dispos	Derivative Securities Acquired (A) or Disposed of (D) (Instr. 3,		6. Date Exercisable and Expiration Date (Month/Day/Year)			d Amount of s Underlying e Security nd 4)	8. Price of Derivative Security (Instr. 5)	9. Number derivative Securities Beneficial Owned Following Reported	e s ally g	10. Ownership Form: Direct (D) or Indirect (I) (Instr. 4)	Beneficial Ownership ect (Instr. 4)			
				Code	v	(A)	(D)	Date Exercisab		expiration Date	Title	Amount or Number of Shares		Transact (Instr. 4)	ion(s)					
Phantom Stock Unit	(1)	08/31/2010		A		410.7788		(2)		(3)	Common Stock	410.7788	\$30.43	7,948.1	.822	I	by Trust			
Phantom Stock Unit	(1)	09/01/2010		A		92.0639		(2)		(3)	Common	92.0639	\$31.08	8,040.2	2461	I	by Trust			

Explanation of Responses:

- 2. Derivative Security is exercisable upon retirement under terms of the agreement.
- 3. Derivative Security expires upon retirement under terms of the agreement.

Remarks:

Lorna Zacher, by power of <u>attorney</u>

09/02/2010

** 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.