FORM 4

UNITED STATES SECURITIES AND EXCHANGE COMMISSION

Washington, D.C. 20549

STATEMENT OF CHANGES IN BENEFICIAL OWNERSHIP

Shirigion, D.C. 20549	- 11	

OMB APPROVAL

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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

1. Name ar <u>Vering</u>		Reporting Person*				er Name an CK HIL					I]	(Che	5. Relationship of Reporting Person(s) to Issuer (Check all applicable) X Director 10% Owner					
(Last)	`	First)	(Middle)		3. Date of Earliest Transaction (Month/Day/Year) 02/27/2009								Officer (give title below)		Other (sp below)		pecify	
(Street) RAPID (D State)	57709 (Zip)			endment, [·		`	,	Line)	Form file Form file Person	ed by One	Repor	(Check Appli rting Person One Reporti		
			able I - Non-					-	Dis				1		I	1.		
1. Title of S	Security (Ins	rity (Instr. 3)		2. Transaction Date (Month/Day/Year)		2A. Deemed Execution Date, r) if any (Month/Day/Year		e, Transaction Dis			ities Acqui d Of (D) (In	red (A) or str. 3, 4 and 5)	5. Amoun Securities Beneficia Owned Fo Reported	Form Sollowing (I) (I)		: Direct I r Indirect I str. 4) (7. Nature of Indirect Beneficial Ownership	
								Code	v	Amount	(A) (D)	Or Price	Transaction (Instr. 3 a	on(s)			Instr. 4)	
Common	Stock			03/02/2	2009			I		13.9	9 A	\$17.2	2,687	.3599		D		
			Table II - D			curities IIs, 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/Yea	Code	action (Instr.	on Derivative Ex		rative rities (Month/Day/Year) sposed (Instr. 3,		7. Title and Amount of Securities Underlying Derivative Security (Instr. 3 and 4)		8. Price of Derivative Security (Instr. 5)	9. Number of derivative Securities Beneficially Owned Following Reported Transaction	e s ally g	Ownership Form: Direct (D) or Indirect (I) (Instr. 4)	Beneficial Ownership (Instr. 4)		
				Code	v	(A)	(D)	Date Exercisab		expiration Date	Title	Amount or Number of Shares		(Instr. 4)	ion(s)			
Phantom Stock Unit	(1)	02/27/2009		A		701.8529		(2)		(3)	Common Stock	701.8529	\$17.81	4,515.0	398	I	by Trust	
Phantom	(1)	03/02/2009		A		93.1883		(2)		(3)	Common	93.1883	\$17.2	4,608.2	281	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:

John B. Vering

03/03/2009

** 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.