FORM 4

Check this box if no longer subject to Section 16. Form 4 or Form 5 obligations may continue. See Instruction 1(b).

## UNITED STATES SECURITIES AND EXCHANGE COMMISSION

wasnington,	D.C.	20549	

STATEMENT (	OF CHANGES IN	BENEFICIAL	OWNERSHIP

	OMB APPROVAL								
	OMB Number:	3235-0287							
	Estimated average burden								
l	hours per response.	0.5							

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 ER THON	f Reporting Person* <u>MAS J</u>				er Name <b>an</b> CK HIL					[]	(Che	elationship of eck all applica C Director		g Perso	n(s) to Issu	
(Last)	`	First)	(Middle)		3. Date of Earliest Transaction (Month/Day/Year) 11/30/2011							Officer ( below)	give title	Other (specify below)		pecify	
(Street) RAPID (		D State)	57709 (Zip)		4. If Am	endment, [	Date of	f Original F	Filed (	(Month/Da	y/Year)	Line	Y Form file	ed by One	Repor	Check Appl ting Person One Report	
		T	able I - Non	-Derivat	tive S	ecuritie	s Acc	quired,	Dis	posed o	of, or Be	neficially	Owned				
1. Title of Security (Instr. 3)		Date	ite Exec onth/Day/Year) if an		2A. Deemed Execution Date, if any (Month/Day/Year)		Transaction Dispo		curities Acquired (A) o osed Of (D) (Instr. 3, 4 a		Beneficia Owned Fo	s Ily	6. Ownership Form: Direct (D) or Indirect (I) (Instr. 4)		7. Nature of Indirect Beneficial Ownership		
								v	Amount	(A) (D)	Price	Reported Transaction (Instr. 3 a				(Instr. 4)	
Common Stock				12/01/2	1/2011		I		30.43	32 A	\$32.8	6 7,019	7,019.767		D		
Common Stock 1			12/01/2	1/2011		I		75.136 A		\$32.8	7,094.903			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)	e Execution Date,	Code (Instr.		5. Number of Derivative Securities Acquired (A) or Disposed of (D) (Instr. 3, 4 and 5)		6. Date Exercisa Expiration Date (Month/Day/Yea					8. Price of Derivative Security (Instr. 5)	9. Number derivative Securities Beneficia Owned Following Reported	re es ally eg d	10. Ownership Form: Direct (D) or Indirect (I) (Instr. 4)	Beneficial Ownership ect (Instr. 4)
				Code	v	(A)		Date Exercisabl		expiration Date	Title	Amount or Number of Shares		Transact (Instr. 4)			
Phantom Stock Unit	(1)	11/30/2011		A		458.0153		(2)		(3)	Common Stock	458.0153	\$32.75	14,838.	4198	I	by Trust
Phantom Stock Unit	(1)	12/01/2011		A		164.8212		(2)		(3)	Common	164.8212	\$32.86	15,003.	2409	I	by Trust

## **Explanation of Responses:**

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

## Remarks:

Stock Unit

Lorna Zacher, by power of <u>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.