FORM 4

UNITED STATES SECURITIES AND EXCHANGE COMMISSION

Washington, D.C. 20549

STATEMENT OF CHANGES IN BENEFICIAL OWNERSHIP

vasimigton, D.O. 20045		

OMB APP	OMB APPROVAL									
OMB Number:	3235-0287									
Estimated average h	urden									

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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

Name and Address of Reporting Person* NEWLIN STEPHEN D						er Name and CK HIL						ck all applica	.,		in(s) to Issue			
(Last) PO BOX	`	First)	(Middle)			3. Date of Earliest Transaction (Month/Day/Year) 02/29/2008								Officer (below)	give title		Other (sp below)	pecify
(Street) RAPID (D State)	57709 (Zip)		4.	4. If Amendment, Date of Original Filed (Month/Day/Year)						6. Inc Line)	Form file	idual or Joint/Group Filing (Check Applicable Form filed by One Reporting Person Form filed by More than One Reporting Person				
		Ta	able I - No	n-De	rivati	ive S	Securities	s Ac	quired	, Dis	sposed o	of, or Be	neficially	Owned				
1. Title of Security (Instr. 3) 2. Transa Date (Month/D.				Execution Date,		Transaction Disposed Of Code (Instr.		es Acquired (A) or Of (D) (Instr. 3, 4 and 5)		5. Amoun Securities Beneficia Owned Fo	Forn (D) o		: Direct II Indirect E str. 4) C	7. Nature of Indirect Beneficial Ownership				
							Code	v	Amount	(A) or (D)	Price	Reported Transacti (Instr. 3 a				Instr. 4)		
Common Stock 03/03.				03/200	80			I		5.169	A	\$36.292	2,541.214			D		
			Table II				curities Ills, warr						eficially C ırities)	wned				
1. Title of Derivative Security (Instr. 3)	2. Conversion or Exercise Price of Derivative Security	3. Transaction Date (Month/Day/Year) Month/Day/Year) A. Deemed Execution Date, Transaction Derivative Securities Acquired (or Dispose of (D) (Inst. 4 and 5)		(A)	6. Date Exercisable and Expiration Date (Month/Day/Year) 7. Title and Amc Securities Unde Derivative Securities (Instr. 3 and 4)			Underlying Security	8. Price of Derivative Security (Instr. 5)	9. Number of derivative Securities Beneficially Owned Following Reported Transaction(s)		Ownership of Form: B Direct (D) O	11. Nature of Indirect Beneficial Ownership (Instr. 4)					
					Code	v	(A)	(D)	Date Exercisa		Expiration Date	Title	Amount or Number of Shares		(Instr. 4)	on(s)		
Phantom Stock Unit	(1)	02/29/2008			A		316.9276		(2)		(3)	Common Stock	316.9276	\$35.76	3,201.04	425	I	by Trust
Phantom	(1)	03/03/2008			A		30.8704		(2)		(3)	Common	30.8704	\$36.2927	3,231.91	129	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: Stephen D. Newlin

03/04/2008

** 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.