FORM 4

UNITED STATES SECURITIES AND EXCHANGE COMMISSION

Washington,	D.C.	20549
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STATEMENT OF CHANGES IN BENEFICIAL OWNERSHIP

OMB APPR	OVAL							
OMB Number:	3235-0287							
Estimated average burden								
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). 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 IN STEP	Reporting Person*					Name a CK HI					ymbol <mark>)/</mark> [BK	н]			tionship all appli Directo	cable)	g Per	son(s) to Iss 10% Ov		
(Last)	•	rst)	(Middle)		3. Date of Earliest Transaction (Month/Day/Year) 02/28/2005									Officer (give title Other (specify below) below)							
(Street) RAPID (57701140 (Zip)	00	4. 11	4. If Amendment, Date of Original Filed (Month/Day/Year)									. Individual or Joint/Group Filing (Check Applicable ine) X Form filed by One Reporting Person Form filed by More than One Reporting Person						
	Table I - Non-Derivative Securities Acquired, Disposed of, or Beneficially Owned																				
1. Title of Security (Instr. 3) 2. Transac Date (Month/Da						Execution Date,				Code (Instr. 5)				4 and Securities Beneficially Owned Following			Form: Direct (D) or Indirect (I) (Instr. 4)		7. Nature of Indirect Beneficial Ownership		
									С	Code \	<i>,</i>	Amount	nount (A) or (D)			Reported Transaction(s) (Instr. 3 and 4)				(Instr. 4)	
Common Stock 03/01/							/2005			I		4.82	. A	\$32	\$32.03		486.94		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. Deeme Execution if any (Month/Day	Date, Ti	4. Transa Code (8)				6. Date Exercisa Expiration Date (Month/Day/Year			Amount of		f s g Security	De Se (In	B. Price of Derivative Gecurity Instr. 5)	9. Number derivative Securities Beneficiall Owned Following Reported Transactio (Instr. 4)	у	10. Ownership Form: Direct (D) or Indirect (I) (Instr. 4)	Beneficial Ownership t (Instr. 4)	
		Code			Date Exer	cisable	Expiration le Date		Amo or Num of Title Shar												
Phantom Stock Unit	(1)	02/28/2005			A		39.43			(2)		(3)	Common Stock	0.00		\$31.7	553.37		I	By Trust	
Phantom Stock Unit	(1)	03/01/2005			A		5.53			(2)		(3)	Common Stock	0.00	4	32.03	558.9		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, by 03/02/2005 power of attorney

** 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.