FORM 4

UNITED STATES SECURITIES AND EXCHANGE COMMISSION

Washington,	D.C.	20549

STATEMENT OF CHANGES IN BENEFICIAL OWNERSHIP

OMB APPROVAL

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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 and Address of Reporting Person* ROSS ALLAN J															Check all	l applic Director	cable) or	p Person(s) to Issuer 10% Owner Other (specify		wner	
(Last) (First) (Middle) NO 1 LEGGETT ROAD						3. Date of Earliest Transaction (Month/Day/Year) 10/31/2003										Officer (give title below) Vice I		below) resident			
(Street) CARTHA			54836 Zip)		4. If Amendment, Date of Original Filed (Month/Day/Yea								r)		Individual or Joint/Group Filing (Check Applicable Line) X Form filed by One Reporting Person Form filed by More than One Reporting Person						
		Tabl	e I - Noi	n-Deriv	ative	Se	curitie	es Acc	quired,	Dis	posed o	f, or	Ben	efici	ally O	vned	l				
Date					n/Day/Year) if		2A. Deemed Execution Date, if any (Month/Day/Year)		Transaction Disposed Code (Instr. 5)		ities Acquired (A) d Of (D) (Instr. 3, 4			and Secu Bene		es ally Following	6. Ownership Form: Direct (D) or Indirect (I) (Instr. 4)		7. Nature of Indirect Beneficial Ownership (Instr. 4)		
		Code	v	Amount					()	A) or D)	Price	. Tr	ansacti	ansaction(s) str. 3 and 4)			(1130.4)				
Common Stock					10/31/2003				A		60		A \$1		7.76	76 17,104		Γ			
	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)	ve Conversion Date Execution Date,		Date,	4. Transaction Code (Instr. 8)		of		6. Date Exercisable and Expiration Date (Month/Day/Year)			7. Title and Amount of Securities Underlying Derivative Security (Instr. and 4)		str. 3	8. Price Derivat Securit (Instr. 5	ive de y Se i) Be O Fe Re Tr	. Number of lerivative decurities deneficially dened following deported fransaction (Instr. 4)	Ownership Form: Direct (D) or Indirect (I) (Instr. 4)		11. Nature of Indirect Beneficial Ownership (Instr. 4)		
					Code V		(A)	(D)	Date Exercisal		Expiration Date	Title	or	ount nber ires							

Explanation of Responses:

John A. Lyckman

11/03/2003

** 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.