## FORM 4

obligations may continue. See Instruction 1(b).

Check this box if no longer subject to Section 16. Form 4 or Form 5

## **UNITED STATES SECURITIES AND EXCHANGE COMMISSION**

Washington,	D.C.	20549

STATEMENT	OF CHANGES	IN BENEFICIAL	OWNERSHIP

OMB APPRO	VAL						
OMB Number:	3235-0287						
Estimated average burden							
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

1. Name and Address of Reporting Person* <u>HAFFNER DAVID S</u>															5. Relationship of Rep (Check all applicable) X Director			erson(s) to I	
(Last) NO 1 LE	(Fii	, ,	Middle)		3. Date of Earliest Trans 02/16/2010				nsaction (Month/Day/Year)						helov	cer (give title lw) ef Executive O		below	·
(Street) CARTHA (City)			54836 Zip)		4. If	Amen	dment,	, Date (	of Origir	nal File	ed (Month/Da	ay/Year)		Line	e) <mark>X</mark> Form	n filed by O	ne Rep	ng (Check <i>F</i> porting Pers an One Rep	son
	Table I - Non-Derivative Securities Acquired, Disposed of, or Beneficially Owned																		
		2. Transaction Date (Month/Day/Year)		Execution Date, if any		3. Transaction Code (Instr. 8)					Beneficially Owned Following		s lly ollowing	6. Ownership Form: Direct (D) or Indirect (I) (Instr. 4)		7. Nature of ndirect Beneficial Ownership			
									Code	v	Amount	(A) or (D)	Price		Reported Transacti (Instr. 3 a	on(s)			Instr. 4)
Common Stock 02/2			02/16/2	2010	010			G	V	1,380	D	\$19.	39	1,226,938.1914		D			
Common	Stock														13,	270		Ι .	Custodian Daughters
Common Stock														19,05	5.6189		I   1	Held In Frust Under Issuer's Retirement Plan	
		Та	ble II								osed of, convertib				Owned				
Derivative Conversion Date Execution Date, I Security or Exercise (Month/Day/Year) if any			ansaction of Derivative Securities Acquired (A) or Disposed of (D) (Instr. 3, 4 and 5)		6. Date Expira (Month	tion D		7. Title and Amount of Securities Underlying Derivative Security (Instr. and 4)		3	. Price of Derivative Security Instr. 5)	tive derivative		10. Ownership Form: Direct (D) or Indirect (I) (Instr. 4)	11. Nature of Indirect Beneficial Ownership (Instr. 4)				
			Code V (A		(A)	(D)	Date Exerci:	sable	Expiration Date	Title	Amount or Number of Shares								

**Explanation of Responses:** 

/s/ Aileen Gronewold, by POA 02/17/2010

\*\* Signature of Reporting Person Date

Reminder: Report on a separate line for each class of securities beneficially owned directly or indirectly.

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.

<sup>\*</sup> If the form is filed by more than one reporting person, see Instruction 4 (b)(v).

<sup>\*\*</sup> Intentional misstatements or omissions of facts constitute Federal Criminal Violations See 18 U.S.C. 1001 and 15 U.S.C. 78ff(a).