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 BENEFICIA	L OWNERSHIP

OMB APPROVAL OMB Number: 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* PLETCHER RICHARD L																Relationship of Reporting Person(s) to Issuer (Check all applicable) X Director 10% Owner						
(Last)							3. Date of Earliest Transaction (Month/Day/Year) 01/31/2011											or (give title		10% Ov Other (s below)		
(Street) NAPPAN (City)		tate)	46550 (Zip)		-	4. If Amendment, Date of Original Filed (Month/Day/Year)									Lir	ne) X	plicable n rting					
Table I - Non-Deriva 1. Title of Security (Instr. 3) 2. Transa Date (Month/D				action	ear)	2A. Deemed Execution Date, if any (Month/Day/Year)			3. Transac Code (II 8)	4. Secui	ities A	Acquir	neficia ed (A) or str. 3, 4 an	5. Amor Securit Benefic Owned		nt of es ally Following	6. Ownership Form: Direct (D) or Indirect (I) (Instr. 4)		7. Nature of Indirect Beneficial Ownership			
										Code	v	Amount		(A) oi (D)	Price		Reported Transaction(s) (Instr. 3 and 4)				(Instr. 4)	
Common Stock 01/31					1/201	1				A		500)	A	\$0		8,069.122		D			
Common Stock																1,579.882				By Spouse		
		Т	able II - I									sed of				y O	wned					
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	d Date,	4. Transaction Code (Instr. 8)		5. Number 6			Date Exer Diration I Donth/Day	rcisal Date	ble and 7. of Ur De		7. Title and Amount of Securities Underlying Derivative Security (Instr. 3 and 4)		8. Price of Derivative Security (Instr. 5)		9. Number derivative Securities Beneficial Owned Following Reported Transactio (Instr. 4)	Ownership Form: ly Direct (D) or Indirect (I) (Instr. 4	Ownership Form:	11. Nature of Indirect Beneficial Ownership (Instr. 4)	
					Code	v	(A)	(D)	Dat Exe	e ercisable		piration te	Title		Amount or Number of Shares							
Phantom Stock	(1)									(3)		(2)	Com		29,884			29,884	4	D		
Stock Options (Right to Buy)	\$17.185								12/	/09/2008	12	/09/2013	Com	mon ock	1,000			1,000		D		
Stock Options	\$24.05								12/	/07/2010	05/	/14/2018	Com	mon	1,000			1,000		D		

Explanation of Responses:

Buy)

- 1. Each phantom stock unit exersises into 1 share of Common Stock.
- 2. Phantom shares expire after the directors' retirement as a Board member.
- 3. Phantom stock is exercisable after the directors' retirement as a Board member.

Teresa A. Bartman, Attorneyin-Fact

01/31/2011

** 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.