FORM 4

UNITED STATES SECURITIES AND EXCHANGE COMMISSION

Washington, D.C. 20549

STATEMENT	OF CHANGES	IN BENEFICIAL	OWNERSHIP

OMB APPROVAL

OMB Number: 3235-0287

Estimated average burden

0.5

hours per response:

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

1. Name and Address of Reporting Person* NIEMIER CHARLES E							Ticker or Trad				5. Relationship of Reporting Person(s) to Issuer (Check all applicable) X Director 10% Owner							
(Last) 1600 S. I	(F MEADOW	First) DR.	(Middle)				of Earli 2005	iest Tr	ansaction (Mo	onth/C	ay/Year)				(give title		Other (s below)	
-					4.1	lf Am	endme	nt, Da	te of Original	Filed	(Month/Day	y/Year)		ndividual or J	oint/Group	Filing	(Check App	olicable
(Street) WARSA	W II	N	46580											X Form filed by One Reporting Person Form filed by More than One Reporting				
(City)	(S	State)	(Zip)											Person				
		Та	ble I - Nor	n-Deriv	/ativ	e Se	ecuri	ties	Acquired,	Dis	osed o	f, or Bei	neficial	ly Owned				
1. Title of	Security (Ins	tr. 3)		2. Trans Date (Month			Execu if any	eemed Ition D h/Day/	ate, Transa Code (Disposed	ies Acquire Of (D) (Ins	d (A) or tr. 3, 4 and	5. Amoun Securities Beneficia Owned For Reported	s lly ollowing	Form	Direct Indirect str. 4)	7. Nature of Indirect Beneficial Ownership (Instr. 4)
									Code	v	Amount	(A) or (D)	Price	Transacti (Instr. 3 a	on(s)			
Common	Stock			01/2	6/200)5			P		12	A	\$40	4,65	7.73		D	
Common	Stock			01/2	6/200)5			P		8	A	\$40	1,6	518			By Spouse
Common	Stock													1,8	348			401(k) plan
									cquired, D					Owned				
1. Title of Derivative Security (Instr. 3)	2. Conversion or Exercise Price of Derivative Security	3. Transaction Date (Month/Day/Year)	3A. Deemed Execution Da if any (Month/Day/	´ c	ransac ode (Ir		of Deriv	rities lired r osed) r. 3, 4	6. Date Exerc Expiration D (Month/Day/\)	ate	e and	7. Title an of Securit Underlyin Derivative (Instr. 3 au	ies g Security	8. Price of Derivative Security (Instr. 5)	9. Numbe derivative Securitie Beneficia Owned Following Reported Transacti (Instr. 4)	e s ally g	10. Ownership Form: Direct (D) or Indirect (I) (Instr. 4)	11. Nature of Indirect Beneficial Ownership (Instr. 4)
					ode	v	(A)	(D)	Date Exercisable	Ex Da	piration	Title	Amount or Number of Shares					
Stock Options (Right to buy)	\$13.5				out		(7)		06/13/2005	T	5/13/2010	Common Stock	500		500		D	
Stock Options (Right to buy)	\$13.625								01/09/2006	0	1/09/2011	Common Stock	1,000		1,00	0	D	
Stock Options (Right to buy)	\$15.125								02/08/2005	0:	2/08/2010	Common Stock	600		600	1	D	
Stock Options (Right to buy)	\$19.4375								02/09/2004	0:	2/09/2009	Common Stock	575		575		D	
Stock Options (Right to buy)	\$34.37								12/09/2008	17	2/09/2013	Common Stock	500		500	1	D	
Phantom Stock	\$0								01/01/2003	0	1/01/2003	Common Stock	3,038.3	L	3,038	.1	D	
Phantom Stock	\$0								01/07/2003	0	1/07/2013	Common Stock	297.4		297.	4	D	
Phantom Stock	\$0								01/28/2003	0	1/28/2013	Common Stock	24.1		24.1		D	
Phantom Stock	\$0								04/28/2003	04	4/28/2013	Common Stock	23.4		23.4	1	D	
Phantom Stock	\$0								07/10/2003	0	7/10/2013	Common Stock	238		238		D	
Phantom Stock	\$0								07/30/2003	0	7/30/2013	Common Stock	20		20		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. Deemed Execution Date, if any (Month/Day/Year)	Transaction Code (Instr.) 8)		5. Number of Derivative Securities Acquired (A) or Disposed of (D) (Instr. 3, 4 and 5)		6. Date Exercisable and Expiration Date (Month/Day/Year)		7. Title and Amount of Securities Underlying Derivative Security (Instr. 3 and 4)		8. Price of Derivative Security (Instr. 5)	9. Number of derivative Securities Beneficially Owned Following Reported Transaction(s) (Instr. 4)	10. Ownership Form: Direct (D) or Indirect (I) (Instr. 4)	11. Nature of Indirect Beneficial Ownership (Instr. 4)
				Code	v	(A)	(D)	Date Exercisable	Expiration Date	tion Title Amount or Number of Shares					
Phantom Stock	\$0							10/27/2003	10/27/2013	Common Stock	20		20	D	
Phantom Stock	\$0							01/16/2004	01/16/2014	Common Stock	241		241	D	
Phantom Stock	\$0							01/26/2004	01/26/2014	Common Stock	18		18	D	
Phantom Stock	\$0							04/28/2004	04/28/2014	Common Stock	25		25	D	
Phantom Stock	\$0							07/14/2004	07/14/2014	Common Stock	294		294	D	
Phantom Stock	\$0							07/26/2004	07/26/2014	Common Stock	26		26	D	
Phantom Stock	\$0							10/26/2004	10/26/2014	Common Stock	25		25	D	
Phantom Stock	\$0							01/11/2005	01/11/2015	Common Stock	268		268	D	
Phantom Stock	\$0 ⁽¹⁾	01/26/2005		A		22		01/26/2005 ⁽²⁾	01/26/2015 ⁽³⁾	Common Stock	22	\$40	22	D	

Explanation of Responses:

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

Teresa A. Bartman, Attorney-01/27/2005 in-Fact

** 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.

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