FORM 4

UNITED STATES SECURITIES AND EXCHANGE COMMISSION

Washington, D.C. 20549

STATEMENT OF CHANGES IN BE

OMB	APPROVAL

Check this box if no longer subject to Section 16. Form 4 or Form 5 obligations may continue. See Instruction 1(h)

ENEFICIAL OWNERSHIP	OMB Number:	3235-0287
ENEL IOIAE OWNEROIM	Estimated average burde	en
urities Exchange Act of 1934	hours per response:	0.5
Company Act of 1940		

IIISIIUC	uon 1(b).					ection 30(h) of the I					134								
1. Name and Address of Reporting Person* GOODSON KENNETH L JR						ier Name and Ticki LER HERM				5. Relationship of Reporting Person(s) to Issuer (Check all applicable) Director 10% Owner									
(Last) 855 EAS P.O. BOX	ST MAIN A	First)	(Middle)			3. Date of Earliest Transaction (Month/Day/Year) 04/16/2004							Officer (give title X Other (specify below) Sr. Vice President, Operations						
(Street) ZEELAN	ND M	ЛI	49464		4. If A	mendment, Date of	Origina	l Filed	i (Month/Day/\	Line)	6. Individual or Joint/Group Filing (Check Applicable Line) X Form filed by One Reporting Person Form filed by More than One Reporting Person								
(City)	?)	State)	(Zip)																
		T	able I - No	on-De	rivative	Securities Acc	quired	l, Dis	sposed of,	or Ber	neficially	Owned							
1. Title of Security (Instr. 3)			Date	nsaction n/Day/Year)	Execution Date,		ction Instr.	4. Securities Acquired (A Disposed Of (D) (Instr. 3,			5. Amount of Securities Beneficially Owned Following		6. Ownership Form: Direct (D) or Indirect (I) (Instr. 4)		7. Nature of Indirect Beneficial Ownership				
						Ī	Code	v	Amount	(A) or (D)	Price	Reported Transaction(s) (Instr. 3 and 4)				(Instr. 4)			
Common	Stock			04/3	16/2004		М		4,698	A	\$24.4375	45,782.365			D				
Common	Stock			04/3	16/2004		F		4,227	D	\$27.16	41,55	5.365		D				
Common	Stock			04/3	16/2004		F		143	D	\$27.16	41,41	2.365		D				
Common Stock		04/16/2004			M		4,158	A	\$24.4375	45,570.365			D						
Common Stock		04/16/2004			F		3,741	D	\$27.16	41,829.365			D						
			04/1	16/2004		F		126	D	\$27.16	41,70	3.365		D					
Common	Stock			04/16/2004			M		5,000	A	\$23.313	46,70	3.365		D				
Common	Stock			04/16/2004			F		4,291	D	\$27.16	42,412.365			D				
Common	Stock			04/16/2004			F		215	D	\$27.16	42,197.365			D				
Common	Stock			04/16/2004			M		3,500	A	\$24.2	45,697.365			D				
Common	Stock			04/3	16/2004		F		3,118	D	\$27.16	42,57	9.365		D				
Common	Stock			04/1	16/2004		F		116	D	\$27.16	42,463	3.365		D				
Common	Stock			04/1	16/2004		M		17,741	A	\$23.8	60,20	4.365		D				
Common	Stock			04/16/2004			F		15,546	D	\$27.16	44,658.365			D				
Common Stock				04/1	16/2004		F		668	D	\$27.16	43,99	0.365		D				
			Table II			ecurities Acqualls, warrants						wned							
L. Title of Derivative Security (Instr. 3)	2. Conversion or Exercise Price of Derivative Security	3. Transaction Date (Month/Day/Year)	3A. Deemed Execution I if any (Month/Day	Date,	4. Transaction Code (Instr. 8)		6. Date Expira (Month	tion D		of Secur Underly	ing /e Security	8. Price of Derivative Security (Instr. 5)	9. Number derivative Securities Beneficia Owned Following Reported Transacti	e s ally g	10. Ownership Form: Direct (D) or Indirect (I) (Instr. 4)	11. Nature of Indirect Beneficial Ownershij (Instr. 4)			

	Security				(D) (Inst and 5)	tr. 3, 4			(iiisti. 3 aiiti 4)			Following Reported Transaction(s)	(I) (Instr. 4)	(111341. 4)
			Code	v	(A)	(D)	Date Exercisable	Expiration Date	Title	Amount or Number of Shares		(Instr. 4)		
Non- Qualified Stock Option (right to buy)	\$23.313	04/16/2004	M			5,000	07/02/2000	07/02/2009	Common Stock	5,000	\$27.16	0	D	
Non- Qualified Stock Option (right to buy)	\$23.8	04/16/2004	M			17,741	05/21/2003 ⁽¹⁾	05/21/2007	Common Stock	17,741	\$27.16	17,740	D	
Non- Qualified Stock Option (right to buy)	\$24.2	04/16/2004	М			3,500	06/29/2002	06/29/2011	Common Stock	3,500	\$27.16	0	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)	4. Transaction Code (Instr.		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)	derivative Securities Beneficially Owned Following Reported	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	Title	Amount or Number of Shares		Transaction(s) (Instr. 4)		
Non- Qualified Stock Option (right to buy)	\$24.4375	04/16/2004		М			4,698	11/03/1998	10/05/2005	Common Stock	4,698	\$27.16	0	D	
Non- Qualified Stock Option (right to buy)	\$24.4375	04/16/2004		М			4,158	11/03/1998	05/15/2006	Common Stock	4,158	\$27.16	0	D	
Non- Qualified Stock Option (right to buy)	\$27.16	04/16/2004		A		4,417		04/16/2005	10/05/2005	Common Stock	4,417	\$0	4,417	D	
Non- Qualified Stock Option (right to buy)	\$27.16	04/16/2004		A		3,909		04/16/2005	05/15/2006	Common Stock	3,909	\$0	3,909	D	
Non- Qualified Stock Option (right to buy)	\$27.16	04/16/2004		A		16,433		04/16/2005	05/21/2007	Common Stock	16,433	\$0	16,433	D	
Non- Qualified Stock Option (right to buy)	\$27.16	04/16/2004		A		4,577		04/16/2005	07/02/2009	Common Stock	4,577	\$0	4,577	D	
Non- Qualified Stock Option (right to buy)	\$27.16	04/16/2004		A		3,272		04/16/2005	06/29/2011	Common Stock	3,272	\$0	3,272	D	

Explanation of Responses:

1. This grant vests as follows: 50% on 05/21/03 50% on 05/21/04

By: Angela C. Burgess For: Kenneth L. Goodson, Jr.

04/19/2004

** 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.