FORM 4

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

Washington, D.C. 20549

STATEMENT OF CHANGES IN BENEFICIAL OWNERSHIP

	9	,		

|--|

OMB Number: 3235-0287 Estimated average burden hours per response: 0.5

## 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

	nd Address of	Reporting Person	*				Name <b>an</b> VAC				g Symbol					able) r	·	10% O	wner
	,	irst) DRPORATION IVE	(Middle)	)		Date of ./26/20		Tran	saction	(Mon	th/Day/Year)			X	Officer below)	(give title Pres.	and CO	Other ( below)	specify
(Street)  MADISO	ON W	<b>л</b>	53711		4.	If Amer	ndment, I	Date	of Origi	inal Fi	led (Month/Da	ay/Year)		6. Inc Line)	Form fi	led by Oı	ne Repo	rting Perso	on
(City)	(S	tate)	(Zip)		-										Person		ore tnan	One Repo	orting
		Tal	ole I - I	Non-Deri	vativ	e Sec	urities	s Ac	quire	ed, D	isposed o	f, or B	enefi	cially	/ Owned				
1. Title of S	Security (Ins	tr. 3)		2. Transact Date (Month/Day		Exec if any	eemed ution Dat th/Day/Ye	·	3. Transa Code (I 8)		4. Securities Disposed Of	Acquired (D) (Instr	l (A) or . 3, 4 an	d 5)	5. Amount Securities Beneficial Owned Fo	y	6. Owner Form: I (D) or II (I) (Inst	Direct In Indirect B r. 4) O	Nature of direct eneficial wnership
									Code	v	Amount	(A) or (D)	Price		Reported Transactio (Instr. 3 an	n(s) d 4)		("	nstr. 4)
Common	Stock			01/26/2	004				S		28,274	D	\$25.4	4315	0(1	)	Ι	)	
Common	Stock			01/26/2	004				M		70,964	A	\$4.	.39	0(1	)	Ι		
Common	Stock			01/26/2	004				M		22,789	A	\$4.	.39	0(1	)	Ι	)	
Common	Stock			01/26/2	004				M		12,375	A	\$1	2.2	0(1	)	Ι	)	
Common	Stock			01/26/2004					M		12,375	A	\$1	2.2	2.2 0(1)		D D		
Common Stock		01/26/2004					M		250	A	\$14	4.5	4.5 0 <sup>(1)</sup>		D				
Common	Stock			01/26/2	004				S		118,753	D	\$25.4	4315	144,8	841	Ι	)	
Common	Stock			01/26/2	004				S		4,443	D	\$2!	5.8	0		1	H	hares Ield by pouse <sup>(2)</sup>
Common	Stock														2,50	00	1	H	hares leld by laughter <sup>(2)</sup>
Common Stock													3,000		3,000 I		hares field by rother as fraction or eporting erson's daughter <sup>(2)</sup>		
Common	Stock														870	5	]		01(k) lan <sup>(2)</sup>
			Table								posed of,				Owned				
1. Title of Derivative Security (Instr. 3)	2. Conversion or Exercise Price of Derivative Security	3. Transaction Date (Month/Day/Year)	if any	emed ion Date,	4. Transa Code (	action	5. Number 6. Date 1 of Expir		6. Date Exer Expiration D (Month/Day/		cisable and Date	7. Title of Secu Underly Derivati	and Amount urities		8. Price of Derivative Security (Instr. 5) Benefic Owned Follow Report Transa (Instr. 4)		ve es ially ng d tion(s)	10. Ownership Form: Direct (D) or Indirect (I) (Instr. 4)	Beneficial Ownership (Instr. 4)
					Code	v	(A) (D	)	Date Exerc	isable	Expiration Date	Title	Nun of Sha	nber res					
Employee Stock Option (right to buy)	\$4.39	01/26/2004			M		70	,964	(3	3)	10/01/2006	Commo Stock	<sup>n</sup> 70,	964	(4)	0		D	

		-	Table II - Deriv (e.g.,					uired, Dis s, options,				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 Date, if any (Month/Day/Year)	4. Transa Code ( 8)		of Deri Sec Acq (A) ( Disp of (I	ivative urities juired or posed D) (Instr. and 5)	6. Date Exerc Expiration D (Month/Day/\)	ate	7. Title and Amount of Securities Underlying Derivative Security (Instr. 3 and 4)		Derivative Security (Instr. 5) Bene Owner Folloo Repo	9. Number of derivative Securities Beneficially Owned Following Reported Transaction(s) (Instr. 4)	derivative Securities Form: Beneficially Direct (D) Owned or Indirect Following Reported Transaction(s)	11. Nature of Indirect Beneficial Ownership (Instr. 4)
				Code	v	(A)	(D)	Date Exercisable	Expiration Date	Title	Amount or Number of Shares				
Employee Stock Option (right to buy)	\$4.39	01/26/2004		M			22,789	(3)	01/02/2006	Common Stock	22,789	(4)	0	D	
Employee Stock Option (right to buy)	\$12.2	01/26/2004		М			12,375	(5)	01/01/2012	Common Stock	12,375	(4)	0	D	
Employee Stock Option (right to buy)	\$12.2	01/26/2004		М			12,375	(5)	10/01/2012	Common Stock	12,375	(4)	0	D	
Employee Stock Option (right to buy)	\$14.5	01/26/2004		М			250	(6)	10/01/2011	Common Stock	250	(4)	24,500	D	

## **Explanation of Responses:**

- 1. The zero in Table I, Column 5 is a placeholder that is required by the EDGAR software and should be disregarded.
- 2. The reporting person's spouse no longer holds any shares, the reporting person's daughter holds 2,500 shares and the reporting person's brother holds 3,000 shares as guardian for the reporting person's daughter. The reporting person also holds 876 shares through the 401(k) Retirement Savings Plan as of January 26, 2004.
- 3. The option vested and became exercisable in equal installments over a 5-year period that commenced October 1, 1996.
- 4. Price of Derivative Security Not Applicable
- 5. The option vests and becomes exercisable in equal installments over a 3-year period that commenced October 1, 2002.
- 6. The option vests and becomes exercisable in equal installments over a 3-year period that commenced October 1, 2001.

## Remarks:

/s/James T. Lucke, as attorneyin-fact 01/27/2004

\*\* Signature of Reporting Person D

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.