FORM 4

## UNITED STATES SECURITIES AND EXCHANGE COMMISSION

Washington, D.C. 20549

STATEMENT OF CHANGES IN BENEFICIAL OWNERSHIP

OMB APPROVAL

	OMB Number: 32	235-0287								
	Estimated average burden									
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J.										

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* <u>SLITER EVERIT A</u>																	Relationship of Reporting Person(s) to Issuer (Check all applicable)     X Director 10% Owner					
(Last) 49 COM	(First) (Middle) MMONS LOOP					Date o /08/2		est Trar	nsact	tion (Mo	onth/I	Day/Year)	Officer (give title X Other (specify below)  Chairman of the Board									
(Street)	SPELL MT 59901			4. 1	4. If Amendment, Date of Original Filed (Month/Day/Year)											Individual or Joint/Group Filing (Check Applicable Line)     X Form filed by One Reporting Person     Form filed by More than One Reporting						
(City)	(State) (Zip)												Person									
1. Title of Security (Instr. 3) 2. Tran				2. Transa			2A. Deemed Execution Date, if any (Month/Day/Year)		,,	3. Transaction Code (Instr.		4. Securities Acquired (A) Disposed Of (D) (Instr. 3, 4			d (A) o	or 5. Amor 4 and Securiti Benefic		nt of	6. Ownership Form: Direct (D) or Indirect (I) (Instr. 4)		7. Nature of Indirect Beneficial Ownership	
								,	·  -		v	Amount		(A) or (D)	Pric	e	Reported Transact (Instr. 3	d tion(s)	(7 (		(Instr. 4)	
Common	Stock			01/08	01/08/2009							3,516	5	A	\$13	3.37	51,107		D			
Common	Stock																158,539		I		IRA	
Common Stock																	25	,902		I	SEPP	
Common Stock															6,	416		I	SRA			
Common Stock																3,	,444			Family LP		
Common	Stock																158,395		I		Wife	
		T	able II -	Deriva	tive	Secu	ıritie	s Acq	uir	ed, D	ispo	osed of	, or	Bene	ficia	lly C	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/Da	ed Date,	4. Transa	I. Transaction Code (Instr.		5. Number of			ercisa Date	ıble and	DIE SECURITIE  7. Title and Amount of Securities Underlying Derivative Secu (Instr. 3 and 4)		Securit	8. Di Si	Price of erivative ecurity 1str. 5)	9. Number derivative Securities Beneficiall Owned Following Reported Transactio (Instr. 4)	ly	10. Ownership Form: Direct (D) or Indirect (I) (Instr. 4)	11. Nature of Indirect Beneficial Ownership (Instr. 4)	
					Code	v	(A)	(D)	Dat Exe	te ercisabl		xpiration ate	Title		Amour or Number of Share:	er						
Stock Option (right to buy)	\$13.37	01/08/2009			M			3,516	07.	7/28/2004	4 0	1/28/2009		nmon tock	3,51	6	\$13.37	0		D		
Stock Option (right to buy)	\$16.67								07.	7/26/2005	5 0	1/26/2010		nmon tock	3,72	2		3,722		D		
Stock Option (right to buy)	\$20.96								07.	7/25/200€	5 0	1/25/2011		nmon tock	3,75	0		7,472		D		
Stock Option (right to buy)	\$23.47								07.	7/30/2007	7 0	1/31/2012		nmon tock	2,50	0		9,972		D		
Stock Option (right to buy)	\$18.19								07.	7/30/2008	3 0	1/30/2013		nmon tock	1,87	5		11,847		D		

Remarks:

LeeAnn Wardinsky on behalf of Everit A. Sliter

01/09/2009

\*\* Signature of Reporting Person

Date

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

<sup>\*</sup> 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.