FORM 4

UNITED STATES SECURITIES AND EXCHANGE COMMISSION

Washington, D	D.C. 20549
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wasiiiigioii, D.C. 20549	OMB APPROVAL		
STATEMENT OF CHANGES IN BENEFICIAL OWNERSHIP	OMB Number:	3235-	
	Estimated average hurden		

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

(Last) (First) (Middle) 3100 EAST HENNEPIN AVENUE 4. If Amendment, Date of Original Filed (Month/Day/Year) (City) (State) (Zip) Table I - Non-Derivative Securities Acquired, Disposed of, or Beneficially Owned 1. Title of Security (Instr. 3) 2. Transaction Date (Month/Day/Year) (Month/Day/Year) (Month/Day/Year) 2. Transaction Date (Month/Day/Year) (Month/Day/Year) (Month/Day/Year) 2. Transaction Date (Month/Day/Year) (Month/Day/Year) (Month/Day/Year) 3. Date of Earliest Transaction (Month/Day/Year) (Month/Day/Year) 4. If Amendment, Date of Original Filed (Month/Day/Year) (Month/Day/Year) 5. Individual or Joint/Group Filing (Check Aprile) X. Form filed by More than One Reporting Person Form filed by More than One Reporting Person Code (Instr. 3) 6. Ownership Securities Acquired (A) or Disposed Of (D) (Instr. 3, 4 and 5) (Do Indirect (Instr. 3) (Instr. 3 and 4) (Month/Day/Year) Code v Amount (A) or (D) Price (Instr. 3 and 4) (Instr. 3 and 4) (Instr. 3 and 4)		1. Name and Address of Reporting Per <u>DEE MARVIN E</u>							all app	olicable) ctor	10%	Person(s) to Issuer 10% Owner		
City (State) State Sta	(Middle)	` ,	1 ' ' '					X	belov	w) ``	,			
1. Title of Security (Instr. 3) 2. Transaction Date (Month/Day/Year) 3. Transaction Date (Normal Price of Date (Month/Day/Year) 4. Securities Acquired (A) or Disposed Of (D) (Instr. 3, 4 and 5) 5. Amount of Securities Beneficially Owned Form: Direct (D) or Indirect (D) or Indirec	55413	MINNEAPOLIS MN	4. If Amendment, Date of Original Filed (Month/Day/Year)						Line)	Form filed by One Reporting Person Form filed by More than One Reporting				
Date (Month/Day/Year) Price (Month/Day/Yea	Table I - Non-Derivative Securities Acquired, Disposed of, or Beneficially Owned													
Common Stock 12/15/2007 F 2,050 D \$14.9553 9,601 D Common Stock(1) 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) Common Stock(1) Security (Instr. 3) Amount (A) or (D) Price Transaction(s) (Instr. 3 and 4) 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) Security (Instr. 3) Code V Amount (A) or (D) Price Transaction(s) (Instr. 3 and 4) Table II - Derivative Securities Acquired, Disposed of, or Beneficially Owned (e.g., puts, calls, warrants, options, convertible securities) 1. Title of Derivative Securities (Month/Day/Year) Security (Instr. 5) Securities (Month/Day/Year) Securities Securities Securities Securities (Month/Day/Year) Securities (Month/Day/Year) Securities (Month/Day/Year) Securities (Month/Day/Year) Securities Securities Securities (Month/Day/Year) Securities (Month/Day/Year) Securities (Month/Day/Year) Securities (Month/Day/Year)	Date	Date		Date,	Transaction Disposed O Code (Instr.		s Acquire of (D) (Ins	ed (A) or tr. 3, 4 ai	and 5) Secur Benef Owne		ities icially d Following	Form: Direct (D) or Indirect	7. Nature of Indirect Beneficial Ownership	
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) Price of Price o				[Code	v	Amount	(A) or (D)	Price		Trans	action(s)		(Instr. 4)
Table II - Derivative Securities Acquired, Disposed of, or Beneficially Owned (e.g., puts, calls, warrants, options, convertible securities) 1. Title of Derivative Conversion Security (Instr. 3) Price of Price	12/15/200	Common Stock	07		F		2,050	D	\$14.	9553		9,601	D	
(e.g., puts, calls, warrants, options, convertible securities) 1. Title of Derivative Conversion or Exercise (Month/Day/Year) (Instr. 3) Price of Constraints (Instr. 3) Price of Conversion (Instr. 3) Price of Conversion (Instr. 3) Price of Conversion (Instr. 5) Price of Conversion (Month/Day/Year) (Month/Day/Year) (Month/Day/Year) (Month/Day/Year) (Instr. 5) (Common Stock ⁽¹⁾										7,315	I	By ESOP Trustees
Derivative Conversion Date Execution Date, if any (Month/Day/Year) Price of Execution Date (Month/Day/Year) B Execution Date, if any (Month/Day/Year) B Execution Date (Month/Day/Year) B Expiration Date (Month/Day/Year) Securities Securities Securities Underlying (Instr. 5) Beneficially Direct (D)														
Security (A) or Disposed of (D) (Instr. 3, 4 and 5) Amount or Number of	Execution Date, Tran (ear) if any Cod	Derivative Conversion or Exercise (Instr. 3) Date (Month/Day/N	ansaction of Deriva Securi Acquii (A) or Dispoo of (D) (Instr.	rative rities ired rosed): 3, 4	Expiration Date (Month/Day/Year)		tee Amount of Securities Underlying Derivative Security (Instr. and 4)		of es ing ve / (Instr. 3	Derivative Security (Instr. 5)		derivative Securities Beneficially Owned Following Reported Transaction	Ownership Form: Direct (D) or Indirect (I) (Instr. 4)	11. Nature of Indirect Beneficial Ownership (Instr. 4)

Explanation of Responses:

1. As of last report dated December 17, 2007.

/s/ W. Morgan Burns on behalf of Marvin E. Dee

12/17/2007

** 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.