FORM 4

UNITED STATES SECURITIES AND EXCHANGE COMMISSION

Washington, D.C. 20549

STATEMENT OF CHANGES IN BENEFICIAL OWNERSHIP

OMB APPROVAL									
OMP Number:	2225 02								

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

Filed nursuant to Section 16(a) of the Securities Eychange Act of 1934

IIISUUC	uon 1(b).			FIIEC								pany Act			934							
		Reporting Person*							cker or			ymbol INC.	Гар	og 1			onship III appli		g Per	son(s) to Iss	suer	
MARZ	EC ROB	ERI J									<u>,</u>	22 1 01	L	ر د		X	Directo	or		10% O	wner	
(Last) (First) (Middle) 36 PARK LANE				3. Date of Earliest Transaction (Month/Day/Year) 12/31/2012											Officer below)	(give title		Other (below)	specify			
						4. If Amendment, Date of Original Filed (Month/Day/Year)										6. Individual or Joint/Group Filing (Check Applicable						
(Street) MINNE	APOLIS M	IN :	55416												Lir	ne) X		•		orting Perso		
(City)	(S	tate)	(Zip)														Perso		e tha	n One Repo	orting	
(- 5)		,			<u> </u>								_	_	<i>e</i> .							
		Iab	le I - Nor	1-Deriva	ative	Sec	uritio	es Ac	quire	ea, D	usp	osea	от, о	r Be	петісіа	ily C	wned	J				
1. Title of Security (Instr. 3) 2. Transac Date (Month/Date)				Execut		xecution any	on Date	Co	Transaction Dispos Code (Instr. 5)		Dispose	rities Acquired (A) ed Of (D) (Instr. 3, 4			4 and Second Sec		ned Following		n: Direct or Indirect nstr. 4)	7. Nature of Indirect Beneficial Ownership (Instr. 4)		
									Co	ode \	,	Amount (A) or (D)		Price	1	Reported Transaction(s) (Instr. 3 and 4)						
		Т	able II - I	Derivati (e.g., pu												/ Ow	ned					
Derivative Conversion Date Executi Security or Exercise (Month/Day/Year) if any			3A. Deeme Execution if any (Month/Da	Date, T	4. Transaction Code (Instr. 8)		of		6. Date Exercisable and Expiration Date (Month/Day/Year)			7. Title and Amount of Securities Underlying Derivative Secur (Instr. 3 and 4)			Deriv Secu	erivative ecurity nstr. 5)	9. Number derivative Securities Beneficially Owned Following Reported Transactior (Instr. 4)	y Ov Fo Di or (I)	10. Ownership Form: Direct (D) or Indirect (I) (Instr. 4)	11. Nature of Indirect Beneficial Ownership (Instr. 4)		
					Code	v	(A)	(D)	Date Exerci	isable	Exp	piration te	Title		Amount or Number of Shares							

Explanation of Responses:

\$0⁽²⁾

1. The phantom stock units were allocated under the Deferred Compensation Plan for Non-Employee Directors. The units of phantom stock will be settled in shares of common stock following the director's termination from the Board in accordance with the election of the reporting person, or following the occurrence of other events specified in the Plan.

(1)

Phantom

Units(1)

Stock

3. Units acquired pursuant to a dividend equivalent reinvestment feature of the Deferred Compensation Plan for Non-Employee Directors.

A⁽³⁾

39

/s/ Patricia A. Beithon,

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Attorney-in-Fact for Robert J. 01/03/2013

\$23.97

10,583

D

Marzec

(1)

Common

Stock

** 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).

12/31/2012

** 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.