FORM 4

UNITED STATES SECURITIES AND EXCHANGE COMMISSION

Washington, D.C. 20549

STATEMENT OF CHANGES IN BENEFICIAL OWNERSHIP

OMB APP	ROVAL
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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 ar Serff Ja		Reporting Person*						and Tid				Symbol			(Ch	eck all appli Directo	cable) or	10% Owner give title Other (specify below) Competitive Resources int/Group Filing (Check Applicable) and by One Reporting Person and by More than One Reporting of 6. Ownership Form: Direct (D) or Indirect by 7. Nature of Indirect by 6. Ownership Form: Direct (D) or Indirect by 6. Ownership Form: Direct (D) or Indirect				
(Last) 2111 N N	(Fi MOLTER R	,	(Middle)			Date of 10/2		est Tran	ısact	ion (Mo	onth/	Day/Year)				below)	-	tive F	below)			
(Street) LIBERT LAKE (City)	W		99019 (Zip)											orting Perso	n							
		Tab	le I - No	n-Deriv	/ative	Se	curiti	ies Ac	qui	ired,	Dis	posed c	of, or E	Bene	eficial	ly Owned						
1. Title of Security (Instr. 3) 2. Tr			2. Trans Date (Month/I	action	2 Eur) if	2A. Deemed Execution Date, if any (Month/Day/Year)			3. Transac Code (Ir 8)	tion	4. Securities Acquired (A)			(A) or	5. Amou Securitie Benefici Owned F	nt of es ally Following	Form: Direct		7. Nature of Indirect Beneficial Ownership			
									Code V		Amount	(A) (D)	(A) or (D) Prio		Reported Transact (Instr. 3	tion(s)			(Instr. 4)			
Common	Stock			12/10)/2013					M		5,000	1)	A	\$37.4	30,18	0.0757		D			
Common	Stock			12/10)/2013					S		5,000	I)	\$40.0	1 25,18	30.0757 D 34.0757 D					
Common	Stock			12/10)/2013					S		13,540	6 I)	(2)	11,63						
		Т	able II -									osed of, onverti				Owned						
1. Title of Derivative Security (Instr. 3)	2. Conversion or Exercise Price of Derivative Security	3. Transaction Date (Month/Day/Year)	3A. Deem Execution if any (Month/D	n Date,		Transaction Code (Instr.		n of		Date Exe piration onth/Day	Date		7. Title Amoun Securit Underly Derivat (Instr. 3	t of ies ring ive Se		8. Price of Derivative Security (Instr. 5)	9. Number derivative Securities Beneficial Owned Following Reported Transactic (Instr. 4)	e S Illy	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		expiration Date	Title	OI N	lumber							
Stock Option (Right to	\$37.4	12/10/2013			М			5,000		(3)	0	5/03/2015	Commo Stock		5,000	\$0	0		D			

Explanation of Responses:

- 1. Options exercised/sold pursuant to 10b5-1 Sales Plan.
- 2. Shares sold at prices ranging from \$39.71 to \$40.095 per share, and pursuant to terms of a 10b5-1 Sales Plan.
- 3.33-1/3% of options become exercisable on 5/3/2006 and an additional 33-1/3% on each of 5/3/07 and 5/3/08.

Carol C. Cameron, attorney-infact for Mr. Serff

12/11/2013

** 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.