FORM 4

UNITED STATES SECURITIES AND EXCHANGE COMMISSION

Washington, D.C. 20549

OMB APP	ROVAL
OMB Number:	3235-028
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hours per response:

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

STATEMENT OF CHANGES IN BENEFICIAL OWNERSHIP

1. Name and Address of Reporting Person* DYESS KIRBY						2. Issuer Name and Ticker or Trading Symbol										5. Relationship of Reporting Person(s) to Issuer (Check all applicable)					
										-	-				X	Directo	or		10% Ov	vner	
(Last) (First) (Middle)					3. Date of Earliest Transaction (Month/Day/Year) 12/14/2012											Officer below)	er (give title v)		Other (s	specify	
2111 N N	MOLTER R	OAD			12/	- "-	.012														
(Street)						4. If Amendment, Date of Original Filed (Month/Day/Year)										6. Individual or Joint/Group Filing (Check Applicable Line)					
LIBERT LAKE	Y W	'A	99019												X		•		orting Person One Repo		
-																Perso				9	
(City)	(SI	tate)	(Zip)																		
		Tab	le I - Nor	n-Deriv	ative	Se	curiti	es A	cqui	ired, D	isp	osed (of, or Be	enefic	cially	Owne	t				
1. Title of Security (Instr. 3) 2. Transa Date (Month/D					ar) i	2A. Deemed Execution Date if any (Month/Day/Yea		e, Transaction Dis Code (Instr. 5)		Dispose	ecurities Acquired (A) losed Of (D) (Instr. 3,				es ally Following	6. Ownership Form: Direct (D) or Indirect (I) (Instr. 4)	n: Direct r Indirect istr. 4)	7. Nature of Indirect Beneficial Ownership			
									Code	,	Amount	nt (A) or (D)		ice	Reporte Transac (Instr. 3	ction(s)			(Instr. 4)		
		Т	able II - I										, or Ben ble sec			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/Day	Date,	4. Transa Code (I 8)		of		6. Date Exercisable Expiration Date (Month/Day/Year)			7. Title and Amount of Securities Underlying Derivative Secur (Instr. 3 and 4)		D Se (Ii	Price of erivative ecurity 1str. 5)	9. Number derivative Securities Beneficiall Owned Following Reported Transactio (Instr. 4)	у	Ownership Form: Direct (D) or Indirect (I) (Instr. 4)	Beneficial Ownership (Instr. 4)		
					Code	v	(A)	(D)	Date Exe	e rcisable	Ex Da	piration te	Title	Amou or Numb of Share	per						
Stock Option (Right to Buy)	\$44.48	12/14/2012			A		613		12/	14/2012	12/	14/2022	Common Stock	613	3	\$0	613		D		

Explanation of Responses:

Marilyn R. Hill, attorney-infact for Ms. Dyess

12/18/2012

** 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.