BERNARD BETSY J

Form 4

December 11, 2002

FORM 4

_ Check this box if no

longer subject to Section

obligations may continue.

16. Form 4 or Form 5

See Instruction 1(b).

UNITED STATES SECURITIES AND EXCHANGE COMMISSION

Washington, D.C. 20549

STATEMENT OF CHANGES IN BENEFICIAL OWNERSHIP

OMB APPROVAL

OMB Number: 3235-0287 Expires: January 31, 2005 Estimated average burden hours per response. . .0.5

Filed pursuant to Section 16(a) of the Securities Exchange Act of 1934, Section 17(a) of the Public Utility Holding Company Act of 1935 or Section 30(h) of the Investment Company Act of 1940

Filed By Romeo & Dye's Instant Form 4 Filer www.section16.net

1. Name and Add Bernard, Betsy,			ne and Ticl nancial Gr		Pe to	6. Relationship of Reporting Person(s) to Issuer (Check all applicable)						
(Last) 711 High Street	of Reporting Person,					tatement for nth/Day/Year ember 9, 2002	10	X Director 10% Owner Officer (give title below) Other (specify below)				
Des Moines, IA						5. If Amendment, Date of Original (Month/Day/Year)		7. Individual or Joint/Group Filing (Check Applicable Line) X Form filed by One Reporting Person Form filed by More than One Reporting Person				
(City)	(State) (Zip)	Ta	able	I Non-D	erivati	ve Seci	urities Acquired, Disposed of, or Beneficially Owned				
Security	2. Trans- action Date (Month/ Day/ Year)	2A. Deemed Execution Date, if any (Month/Day/ Year)	3. Transaction C (Instr. 8 Code	ode	4. Securitie (A) or Disp (Instr. 3, 4 Amount	es Acqu posed o	iired	5. Amount of Securities Beneficially Owned Follow- ing Reported Transactions(s)		6. Owner- ship Form: Direct (D) or Indirect (I)	7. Nature of Indirect Beneficial	
Common Stock	05/20/02		A	V	1,500	A		(Instr. 3 & 4)		D		
Common Stock	12/09/02		A		13	A			1,639	D		

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

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FORM 4 (continued) Table II - Derivative Securities Acquired, Disposed of, or Beneficially Owned

(e.g., puts, calls, warrants, options, convertible securities)

1. Title of	2. Conver-	3.	3A.	4.	5.	6. Date Exercisable	7. Title and	8. Price of	9. Number of	10.	11. Nature
Derivative	sion or	Trans-	Deemed	Trans-	Number	and Expiration	Amount of	Derivative	Derivative	Owner-	of Indirect
Security	Exercise	action	Execution	action	of	Date	Underlying	Security	Securities	ship	Beneficial
	Price of	Date	Date,	Code	Derivati	(Medonth/Day/	Securities	(Instr. 5)	Beneficially	Form	Ownership
(Instr. 3)	Derivative		if any		Securition	Y ear)	(Instr. 3 & 4)		Owned	of Deriv-	(Instr. 4)

^{*} If the form is filed by more than one reporting person, see Instruction 4(b)(v).

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	Day/	*	(Instr. 8)	(]	Acquired (A) or Disposed of (D) (Instr. 3, 4 &					Reported Transaction(s) (Instr. 4)	ative Security: Direct (D) or Indirect (I) (Instr. 4)	
			Code	V	(A)		Exer-cisable		Amount or Number of Shares			

Explanation of Responses:

By: /s/ Joyce N. Hoffman Attorney-in-Fact

December 11, 2002

Date

**Signature of Reporting Person

Note: File three copies of this Form, one of which must be manually signed. If space is insufficient, See Instruction 6 for procedure.

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^{**}Intentional misstatements or omissions of facts constitute Federal Criminal Violations. See 18 U.S.C. 1001 and 15 U.S.C. 78ff(a).