FORM 4

UNITED STATES SECURITIES AND EXCHANGE COMMISSION

Washington, D.C. 20549 STATEMENT OF CHANGES IN BENEFICIAL OWNERSHIP

OMB APPROVAL OMB Number

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Filed pursuant to Section 16(a) of the Securities Exchange Act of	1934
or Section 20(h) of the Investment Company Act of 1940	

Check this box if n Section 16. Form 4 obligations may co Instruction 1(b).	or Form 5	STAT	ENT OF CHANGES IN BENEFICIAL OWNER led pursuant to Section 16(a) of the Securities Exchange Act of 1934 or Section 30(h) of the Investment Company Act of 1940									umber: ted average burden per response:	3235-0287 0.5		
1. Name and Address HOWARD JA	1 0				Name and Ticker o YWELL INT				<u>С</u> [ног		ationship of Rep (all applicable) Director Officer (give	U	Person(s) to Issue 10% Or Other (:	wner	
(Last) PO BOX 524	(First)	(Middle)		3. Date of 01/05/20	Earliest Transactic	on (Mon	th/Day	/Year)			below)		below)		
(Street) MINEAPOLIS	MN	55440-0524		4. If Amendment, Date of Original Filed (Month/Day/Year)						6. Indiv X	6. 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)													
		Table I - Nor	ו-Deri	vative S	ecurities Acqu	uired,	Disp	osed of, or	Benefi	cially Ov	vned				
Date			Date	saction /Day/Year)	2A. Deemed Execution Date, if any (Month/Day/Year)	3. Transaction Code (Instr. 8) 4. Securities Acquired (A) of Disposed Of (D) (Instr. 3, 4 i					6. Ownership Form: Direct (D) or Indirect (I) (Instr. 4)	7. Nature of Indirect Beneficial Ownership (Instr. 4)			
						Code	v	Amount	(A) or (D)	Price	(Instr. 3 and 4)			<u> </u>	

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)	2. Conversion or Exercise Price of Derivative Security	3. Transaction Date (Month/Day/Year)	3A. Deemed Execution Date, if any (Month/Day/Year)		Transaction Derivative Code (Instr. Securities		6. Date Exerc Expiration Da (Month/Day/N	ate	7. Title and Amount of Securities Underlying Derivative Security (Instr. 3 and 4)		8. Price of Derivative Security (Instr. 5)	Following Reported	10. Ownership Form: Direct (D) or Indirect (I) (Instr. 4)	11. Nature of Indirect Beneficial Ownership (Instr. 4)	
				Code	v	(A)	(D)	Date Exercisable	Expiration Date	Title	Amount or Number of Shares		Transaction(s) (Instr. 4)		
Deferred Compensation (Phantom Shares)	(2)	01/05/2004		A ⁽¹⁾		1,794.79		(1)	(1)	Common Stock	1,794.79	\$33.43	4,953.4	D	
Deferred Compensation(Phantom Shares)	(2)	01/05/2004		A ⁽¹⁾		317.82		(1)	(1)	Common Stock	317.82	\$33.43	5,575.64	D	

Explanation of Responses:

1. Phantom shares are accrued under the Deferred Compensation Plan for Non-Employee Directors and will be settled in cash following retirement.

2. Instrument converts to common stock on a one-for-one basis.

Gail E. Lehman for JAMES J. HOWARD

01/07/2004

Date

** Signature of Reporting Person

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.