FORM 4

Check this box if no longer subject to Section 16. Form 4 or Form 5 obligations may continue. *See* Instruction 1(b).

UNITED STATES SECURITIES AND EXCHANGE COMMISSION

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

OMB APPROVAL									
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Filed pursuant to Section 16(a) of the Securities Exchange Act of 1934
Flied pursuant to Section 10(a) of the Securities Exchange Act of 1954
or Section 30(b) of the Investment Company Act of 1940

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1. Name and Address of Reporting Person* HOWARD JAMES J			HO	uer Name and Ticker					5. Relationship of Reporting Person(s) to Issuer (Check all applicable) X Director 10% Owner					
(Last) PO BOX 524	(First)	(Middle)	3. Dat	HON 3. Date of Earliest Transaction (Month/Day/Year) 05/01/2004						Officer (give title below)				
(Street) MINEAPOLIS (City)	MN (State)	55440-0524 (Zip)		4. If Amendment, Date of Original Filed (Month/Day/Year)						vidual or Joint/Group Form filed by One Form filed by Moi	e Reporting Pers	on		
Table I - Non-Derivative Securities Acquired, Disposed of, or Beneficially Owned														
Date		2. Transaction Date (Month/Day/Year	Execution Date,		3. Transaction Code (Instr. 8)				5. Amount of Securities Beneficially Owned Following Reported	6. Ownership Form: Direct (D) or Indirect (I) (Instr. 4)	7. Nature of Indirect Beneficial Ownership (Instr. 4)			
<u> </u>					Code	v	Amount	(A) or (D)	Price	Transaction(s) (Instr. 3 and 4)				
4								-						

Table II - Derivative Securities Acquired, Disposed of, or Beneficially Owned (e.g., puts, calls, warrants, options, convertible securities)

1. Title of 2. 3. Transaction 3A. Deemed 4. 5. Number of								6. Date Exerc	isable and	7. Title and Amount of 8. Price of			9. Number of	10.	11. Nature
Derivative Security (Instr. 3)	Conversion or Exercise Price of Derivative Security	Date (Month/Day/Year)	Execution Date, if any (Month/Day/Year)	Transa Code (8)		Derivative Expirat		Expiration Da	Expiration Date (Month/Day/Year)		C. The and Amount of Securities Underlying Derivative Security (Instr. 3 and 4)		derivative Securities Beneficially Owned Following Reported	Ownership Form: Direct (D) or Indirect (I) (Instr. 4)	of Indirect Beneficial Ownership (Instr. 4)
				Code	v	(A)	(D)	Date Exercisable	Expiration Date	Title	Amount or Number of Shares		Transaction(s) (Instr. 4)		
Phantom Shares	(1)	05/01/2004		I ⁽²⁾		4,393.603		(2)	(2)	Common Stock	4,393.603	\$34.58	10,412.527	D	

Explanation of Responses:

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

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

Gail E. Lehman for James J. Howard

05/04/2004

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.