FORM 4

obligations may continue. See Instruction 1(b).

Check this box if no longer subject to Section 16. Form 4 or Form 5

UNITED STATES SECURITIES AND EXCHANGE COMMISSION

Washington,	D.C.	20549

	OMB APPRO	OVAL					
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Filed pursuant to Section 16(a) of the Securities Exchange Act of 1934 or Section 30(h) of the Investment Company Act of 1940

Name and Address of Reporting Person* KERR WILLIAM T																ationship of Repor call applicable) Director Officer (give title		10% (Owner (specify
(Last) (First) (Middle) 711 HIGH STREET						3. Date of Earliest Transaction (Month/Day/Year) 12/17/2004										below)		below)		
(Street) DES MOINES IA 50392				4. If	4. If Amendment, Date of Original Filed (Month/Day/Year)									i. Indiv ine) X	Form	filed by O	oup Filing (Check One Reporting Pe More than One Re		erson	
(City)	?)	State)	(Zip)													Perso	n 			
		Tab	le I - No	n-Deriv	ative	Sec	uriti	es Ac	quired	l, Dis	sposed	of,	or Be	nefici	ally	Owne	d			
Date			2. Transad Date (Month/Da		Exe	2A. Deemed Execution Date, if any (Month/Day/Year)		Transaction Disposed Code (Instr. 5)		ities Acquired (A) or d Of (D) (Instr. 3, 4 an			Beneficially Owned Follo		i Ily	Form:	nership Direct Indirect str. 4)	7. Nature of Indirect Beneficial Ownership		
									Code	v	Amount		(A) or (D)	Price	т	Reported Transaction(s) (Instr. 3 and 4)				(Instr. 4)
Common Stock 12/1				12/17/	2004	2004			A		21		A \$		1)	1,700		D		
Common Stock													591		1		I	By W.T. Kerr Retirement Plan		
		Т	able II -								osed of convert	•			•	wned				
1. Title of Derivative Security (Instr. 3)	2. Conversion or Exercise Price of Derivative Security		3A. Deen Executio if any (Month/E	n Date,	4. Transa Code (i 8)				6. Date E Expiratio (Month/D	n Dat	Amount of		J Security	De Se (In:	Price of rivative curity str. 5)	9. Numb derivativ Securitie Beneficie Owned Followin Reported Transact (Instr. 4)	ve Ownerses Form: Direct or India g (I) (Inst d tion(s)		Beneficial Ownership ct (Instr. 4)	
					Code	v	(A)	(D)	Date Exercisa		Expiration Date	Titl	le	Amoun or Numbe of Shares	r					
Phantom Stock	(2)	12/17/2004			A		33		(3)	(3) (3) Common Stock		33	\$	39.86	2,426.1		D			

Explanation of Responses:

- 1. Grant of restricted stock units.
- 2. The units convert to common stock on a one-for-one basis.
- 3. The reported phantom stock units were acquired pursuant to the Principal Deferred Compensation Plan for Non-Employee Directors and will be settled on the reporting person's retirement.

Remarks:

Joyce N. Hoffman, by Power of Attorney

12/21/2004

** 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.