FORM 5

UNITED STATES SECURITIES AND EXCHANGE COMMISSION Washington, D.C. 20549

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

_ Form 3 Holdings Reported _ Form 4 Transactions Reported ANNUAL STATEMENT OF CHANGES IN BENEFICIAL OWNERSHIP

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

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OMB APPROVAL

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1. Name and Addre	ss of Repor		Name and Ticker o		0 0		6. Relationship of Reporting Person(s) to Issuer (Check all applicable)						
Francis, Dennis P.			-	, (,		_ Director	ner					
(Last) (First) (Middle)				Identification Numl	ber	4. State	ment for	X Officer (give title below) Other (specify below)					
				F			Year						
711 High Street			if an entit	if an entity (voluntary)			oer 2002	Senior Vice President					
	\dashv				nendment,	7. Individual or Joint/Group Filing (Check Applicable Line)							
Des Moines, IA 50					Original 'Year)	 Form filed by One Reporting Person Form filed by More than One Reporting Person 							
(City)		Table I — Non-Derivative Securities Acquired, Disposed of, or Beneficially Owned											
	2. Trans- action Date (Month/ Day/ Year)	Execution Date, if any (Month/Day/	1	4. Securities Acquire (Instr. 3, 4 & 5) Amount	ired (A	(A) or	posed of (D) Price	5. Amount of Securities Beneficially Owned at End of Issuer's Fiscal year		7. Nature of Indirect Beneficial Ownership (Instr. 4)			
		Year)				(D)		(Instr. 3 & 4)					

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

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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. Number of Deriv	6. Date		7. Title and Amount		8. Price of	9. Number	10.	11. Nature	
Derivative	sion or	Trans-	Deemed	Trans-	Securities Acquired	Exercisa	able	of Underlying		Derivative	of	Owner-	of Indirect	
Security	Exercise	action	Execution	action	Disposed of (D)	and Exp	and Expiration Securities		Security	Derivative	ship	Beneficial		
	Price of	Date	Date,	Code	1		Date (Instr. 3 & 4)		4)	(Instr. 5)	Securities	Form	Ownership	
(Instr. 3)	Derivative		if any		(111311, 5, 7 & 5)		(Month/Day/					Beneficially	of	(Instr. 4)
	Security	(Month/	(Month/	(Instr.			Year)					Owned	Deriv-	
			Day/ Year)	8)								at End of	ative	
		<u> </u>	<u> </u>		(A)	(D)	Date	Expira-	Title	Amount	1	Year	Security:	
						` ′	L	tion		or		(Instr. 4)	Direct	
							cisable	Date		Number			(D)	
										of			or	
										Shares			Indirect	
													(I)	
													(Instr. 4)	
Employee Stock	\$27.48	4/29/02		Α	33,905		<u>(1)</u>	4/29/12	Common	33,905		33,905	D	

Explanation of Responses:

Option (Right to

Buy)

FORM 5 (continued)

(1) The option vests in three annual installments beginning on April 29, 2003.

By: /s/ Joyce N. Hoffman

February, 2003

Date

**Signature of Reporting Person

Stock

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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^{*} 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).