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DOESCHER SCOTT P

Form 4

January 31, 2003

## 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

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

**OMB APPROVAL** 

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> Filed By Romeo and Dye's Section 16 Filer www.section16.net

Name and Address of Reporting Person*  Personker Section						and Ticker nee Paper	Per	6. Relationship of Reporting Person(s) to Issuer (Check all applicable)						
Doescher, Scott P.  (Last) (First)  9010 Windmere Place	3. I.R.S. Identification Number of Reporting Person, if an entity (voluntary)					4. Statement for Month/Day/Year January 2003		10 <b>X</b>	Director  10% Owner  X Officer (give title below) Other (specify below)					
					96-4	48-1175					Senior Vice President-Finance, Secretary and Treasurer			
(Str	eet)							5. If Amendment, Date of Original			7. Individual or Joint/Group Filing (Check Applicable Line)			
Weston, WI 54476									or Original th/Day/Year)	<b>X</b> Per	X Form filed by One Reporting Person Form filed by More than One Reporting Person			
(City) (St	ate) (Zip)		Table I Non-Derivative S					Securities Acquired, Disposed of, or Beneficially Owned						
1. Title of Security (Instr. 3)  2. Trans- action Executio Date (Month/ Day/ (Month/D				3. Tran action Code (Instr. 8		4. Securities Acqu (A) or Disposed of (Instr. 3, 4 & 5)  Amount (A)		uired of (D)	5. Amount of Securities Beneficially Owned Follow- ing Reported		6. Owner- ship Form: Direct (D) or Indirect (I)	7. Nature of Indirect Beneficial Ownership (Instr. 4)		
	Year) Year)					or (D)			Transactions(s) (Instr. 3 & 4)		(Instr. 4)			
No Par Value Common Stock										335.0	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)

_	(eigi, pass) cans, warrants, operans, convertible securities,													
ŀ	I. Title of	2. Conver-	3. Trans-	3A.	4.	5. Number of	6. Date Exercisable	7. Title and Amount	8. Price of	9. Number of	10. 1			
1	Derivative	sion or	action	Deemed	Trans-	Derivative	and Expiration	of Underlying	Derivative	Derivative	Owner- o			
	Security	Exercise	Date	Execution	action	Securities	Date	Securities	Security	Securities	ship E			
		Price of		Date,	Code	Acquired (A)	(Month/Day/	(Instr. 3 & 4)	(Instr. 5)	Beneficially	Form (			
(	(Instr. 3)	Derivative	(Month/	if any		or Disposed	Year)			Owned	of Deriv- (			
			•	(Month/	(Instr.	of (D)				Following	ative			
			Year)	Day/	8)					Reported	Security:			

<sup>\*</sup> If the form is filed by more than one reporting person, see Instruction 4(b)(v).

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			Year)	(Instr. 3, 4 & 5) Code V (A) (D)					E-mino	Ti'd A		(Instr. 4)	Direct (D) or
				Code	ľ	(A)		Exer-cisable	Expira- tion Date		Amount or Number of Shares		Indirect (I) (Instr. 4)
Common Stock Option (Right to Buy)	\$17.16							05/17/99		No Par Value Common Stock		5,000	D
Common Stock Option (Right to Buy)	\$13.00							11/01/01		Common Stock		95,000	D
Common Stock Option (Right to Buy)	\$10.71 <u>(1)</u>	01/29/03 <u>(1)</u>		J	V		12,000(1)	01/29/03 <sup>(1)</sup>		Common Stock	12,000(1)	6,000 <u>(1)</u>	<b>D</b> (1)
Common Stock Option (Right to Buy)	\$11.39 <sup>(2)</sup>							(2)	12/12/22 <sup>(2)</sup>	Common Stock		18,000(2)	<b>D</b> (2)

Explanation of Responses:

By: /s/ Sherri L. Craker, Attorney-in-Fact 01/31/03
Date

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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<sup>(1)</sup> Number of shares as to which option was exercisable was subject to certain performance criteria. Represents options which lapsed because performance criteria were not met.

<sup>(2)</sup> Number of shares to which option is exercisable is subject to satisfaction of certain performance criteria. Options are exercisable on date on which audited financial results for the fiscal year ending 12/31/03 are reported by the Company.

<sup>\*\*</sup>Signature of Reporting Person

<sup>\*\*</sup>Intentional misstatements or omissions of facts constitute Federal Criminal Violations. See 18 U.S.C. 1001 and 15 U.S.C. 78ff(a).