FORM 4

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

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

STATEMENT OF CHANGES IN BENEFICIAL OWNERSHIP

OMB Number: 3235-0287 Expires: January 31, 2005 Estimated average burden hours per response. . . 0.5

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

Filed By Romeo & Dye's Instant Form 4 Filer www.section16.net

OMB APPROVAL

1. Name and Address of Reporting Person*					Issuer Name and I		r Trading Symb		6. Relationship of Reporting Person(s) to Issuer (Check all applicable)					
Dauwalter, James E.						٠,			X Director10% Owner					
(Last)		(Middle)		-	I.R.S. Identification	. Nila	er 4. Stater			rive title held				
(Last)	(FIISI)	(Middle)			Reporting Person,	1 Nullio		Day/Year	X Officer (give title below) Other (specify below) Chief Executive Officer, President, and Director					
3500 Lyman Bo	ulevard				an entity (voluntary)								
	(Stree	t)		1							oup Filing (Check Applicable Line)			
							Date of				eporting Person			
Chaska, MN 55	318						(Month/	Day/Year)	Form filed by More than One Reporting Person					
(City) (State) (Zip)					Т	able I -	— Non-Deriva	tive Securities A	Acquired, Disposed of, or Beneficially Owned					
	2. Trans-	2A.	3. Tran	s-	 Securities Acqui 	 Securities Acquired (A) or Disp 				6. Owner-	7. Nature of Indirect			
Security	action	Deemed	action		(D)			Securities		ship Form:	Beneficial Ownership			
(Instr. 3)	Date	Execution	Code		(Instr. 3, 4 & 5)			Beneficially		Direct (D) or Indirect	(Instr. 4)			
	(Month/	Date,	(Instr. 8	3)				Owned Follow-						
	Day/ Year)	if any	Code	V	Amount	(A)	Price	ing Reported		(I)				
		(Month/Day/ Year)				or (D)		Transactions(s) (Instr. 3 & 4)		(Instr. 4)				
Common Stock	11/12/02		G	V	300,000		N/A		615,337	D	by trust			
Common Stock	11/20/02		S		72,100	D	\$9.50							
Common Stock	11/20/02		S		26,200	D	\$9.51							
Common Stock	11/20/02		S		7,400	D	\$9.52							
Common Stock	11/20/02		S	┢	3,700	D	\$9.53							
				L										
Common Stock			S		12,000	D	\$9.54							
Common Stock	11/20/02		S		5,100	D	\$9.55							
Common Stock	11/20/02		S		1,000	D	\$9.56							
Common Stock	11/20/02		S		1,100	D	\$9.57							
Common Stock	11/20/02		S	Г	4,400	D	\$9.58							
Common Stock	11/20/02		s	Г	8,077	D	\$9.60							
Common Stock	11/20/02		S		1,900	D	\$9.61							
Common Stock	11/20/02		S	Г	600	D	\$9.62							
Common Stock	11/20/02		S		23	D	\$9.65							
Common Stock	11/20/02		S		5,000	D	\$9.70							
Common Stock	11/20/02		S		1,400	D	\$9.75		15,000	I	by Security Charitable Remainder Unitrust			
Common Stock	11/12/02		G	V	300,000	A	N/A		940,333	I	by family members			
Common Stock									2,250,000	I	by Carville Company, LP ⁽¹⁾			
Common Stock									50,354	I	by family foundation			
	,						,			,				

		 _				
Common Stock		 ı		280,161	1	lbv ESOP
		 ı		,		-,
1	l .	 				I
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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)

1. Title of	2. Conver-	3.	3A.	4.	5. Number of D	erivative	6. Date		7. Title and	1 A mount	8. Price of	9. Number of	10	11. Nature
Derivative	sion or			1 '	Securities Acqu		Exercisa		of Underly		Derivative		Owner-	of Indirect
Security	Exercise		Execution		Disposed of (D)		and Exp		Securities	/ IIIg	Security		ship	Beneficial
Security	Price of			Code	Disposed of (D)	,	Date	ii auoii	(Instr. 3 &	40	(Instr. 5)			
a . 2			Date,	Code	a		(Month/D	,	(Instr. 3 &	(4)	(Instr. 5)		Form	Ownership
(Instr. 3)	Derivative		if any		(Instr. 3, 4 & 5)		Year)	ay/					of .	(Instr. 4)
	Security		(Month/ Day/	(Instr.			li cai)						Deriv-	
			Year)	8)							J	, .	ative	
		""	1.50.7	Code V	(A)	(D)	Date	Expira-	Title	Amount or	1	Transaction(s)		
		l			1 ' '	l ' '	Exer-	tion		Number of	1	(Instr. 4)	Direct	
		l		1 1			cisable	Date		Shares			(D)	
		l					1						or	
		l					1						Indirect	
		l					1						(I)	
													(Instr. 4)	
Stock Option	\$3.15						<u>(2)</u>	12/11/07	Common	294,574		294,574	D	
(Right to		l					1		Stock					
Buy)														
Stock Option	\$3.15						<u>(3)</u>	2/11/08	Common	220,006		200,006	D	
(Right to		l					1		Stock					
Buy)		l					1							
Stock Option	\$9.63						<u>(4)</u>	9/18/10	Common	30,000	ĺ	30,000	D	
(Right to		l					1		Stock					
Buy)														
Stock Option	\$9.63						<u>(5)</u>	9/18/10	Common	35,000		35,000	D	
(Right to		l					1		Stock					
Buy)														
Stock Option	\$8.38						<u>(6)</u>	11/26/10	Common	90,000		90,000	D	
(Right to		l					1		Stock	<u> </u>				
Buy)		l					1							
Stock Option	\$11.00						<u>(7)</u>	7/11/10	Common	300		300	D	
(Right to		l							Stock					
Buy)		l												
Stock Option	\$8.04				Ì		<u>(8)</u>	10/15/11	Common	135,000		135,000	D	
(Right to		l							Stock	ĺ ,				
Buy)														
Stock Option	\$5.90						<u>(9)</u>	10/15/12	Common	130,000		130,000	D	\vdash
(Right to									Stock					
Buy)		l												
					1	1	1					1		

Explanation of Responses:

- (1) Carville Company, LP is a grantor retained annuity trust and was formed as part of a series of transactions for estate planning purposes.
- (2) 100% vested.
- (3) 100% vested.
- (4) 15,000 shares vested; an additional 7,500 shares will vest on each of August 19, 2003 and 2004.
- (5) 17,500 shares are exercisable; an additional 8,750 shares will vest on each of July 10, 2003 and 2004.
- (6) 22,500 shares are exercisable; an additional 22,500 shares will vest on each of November 27, 2002, 2003, and 2004.
- (7) 100% vested.
- (8) 33,750 shares are exercisable; an additional 33,750 shares will become exercisable on each of October 15, 2003, 2004, and 2005.
- (9) This option will become exercisable with respect to 25% of the shares on each of October 15, 2003, 2004, 2005, and 2006.

By: /s/ <u>Lori Cameron</u>
Attorney-in-Fact for James E. Dauwalter
**Signature of Reporting Person

November 21, 2002

**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.

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^{*} If the form is filed by more than one reporting person, see Instruction 4(b)(v).