FORM 4

## UNITED STATES SECURITIES AND EXCHANGE COMMISSION

Washington, D.C. 20549

STATEMENT OF CHANGES IN BENEFICIAL OWNERSHIP

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OMB Number: 3235-0287 Estimated average burden hours per response: 0.5

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

Filed pursuant to Section 16(a) of the Securities Exchange Act of 1934

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		Reporting Person*							cker or Trac			[ FLXS	]	(Che	ck all applic	cable)	g Pers	son(s) to Iss	
(Last) (First) (Middle) 1201 YALE PLACE #1302					12/	3. Date of Earliest Transaction (Month/Day/Year) 12/15/2003									Officer (give title Other (specify below) below)				
(Street) MINNEAPOLIS MN 55403				_   4. If	4. If Amendment, Date of Original Filed (Month/Day/Year)									Individual or Joint/Group Filing (Check Applicable Line)     X Form filed by One Reporting Person     Form filed by More than One Reporting Person					
(City)	(St	rate) (	(Zip)												1 01301	•			
		Tab	le I - No	n-Deri	vative	Se	ecurit	ies Ad	cquired,	Dis	posed o	of, or Be	nefi	ciall	y Owned	ı			
1. Title of Security (Instr. 3)  2. Transa Date (Month/D					- 1		2A. Deemed Execution Date, if any (Month/Day/Year)		3. Transaction Code (Instr.		4. Securities Acquired (A) Disposed Of (D) (Instr. 3, 4 5)				es ally Following	6. Ownership Form: Direct (D) or Indirect (I) (Instr. 4)		7. Nature of Indirect Beneficial Ownership	
									Code	v	Amount (A) or (D)		Pı	ice	Reported Transaction(s) (Instr. 3 and 4)				(Instr. 4)
Common	Stock			12/1	5/2003	/2003			J <sup>(1)</sup>		1,000	) A \$		15.75	8,	680		D	
		7							uired, D s, option						Owned				
1. Title of Derivative Security (Instr. 3)	2. Conversion or Exercise Price of Derivative Security	3. Transaction Date (Month/Day/Year)	3A. Deem Execution if any (Month/Da	Date,	4. Transactio Code (Inst 8)		5. Number n of		Expiration	6. Date Exercisa Expiration Date (Month/Day/Yea		7. Title and Amount of Securities Underlying Derivative Se (Instr. 3 and 4		urity	8. Price of Derivative Security (Instr. 5)	9. Number derivative Securities Beneficial Owned Following Reported Transactio (Instr. 4)	e s Illy	10. Ownership Form: Direct (D) or Indirect (I) (Instr. 4)	Beneficial Ownership (Instr. 4)
					Code	v	(A)	(D)	Date Exercisab		Expiration Date	Title	Amo or Nun of Sha						
Option 12/15/1993	\$15.75	12/15/2003			J <sup>(1)</sup>			1,000	12/15/199	3 1	2/15/2003	Common Stock	1,0	000	\$15.75	0		D	
Option 12/15/1994	\$11.125								(2)	1	2/15/2004	Common Stock	(	2)		1,000	)	D	
Option 12/6/1995	\$11.25								(2)	1	2/06/2005	Common Stock	(	2)		1,000	)	D	
Option 12/11/1996	\$12.75								(2)	1	2/11/2006	Common Stock	(	2)		1,000	)	D	
Option 12/10/1997	\$12.656								(2)	1	2/10/2007	Common Stock	(	2)		1,000	)	D	
Option 12/15/1998	\$12.75								(2)	1	2/15/2008	Common Stock	(	2)		1,000	)	D	
Option 12/09/1999	\$13.594								(2)	1	2/09/2009	Common Stock	(	2)		1,000	)	D	
Option 12/11/2000	\$10.563								(2)	1	2/11/2010	Common Stock	(	2)		1,000	)	D	
Option 12/11/2001	\$10.75						$\top$		(2)	1	2/11/2011	Common Stock	(	2)		1,000	)	D	
Option 12/10/2002	\$15.925						$\top$		(2)	1	2/10/2012	Common Stock	(	2)		2,500	)	D	
Option 12/09/2003	\$20.27								(2)	1	2/09/2013	Common Stock	(	2)		2,500	)	D	

## **Explanation of Responses:**

- 1. Exercise of Stock Option. Purchased 1,000 shares
- 2. No activity for this option

## Remarks:

Thomas E Holloran

12/19/2003

\*\* 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.