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KERR WILLIAM T Form 4 December 11, 2002

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 APPROVAL

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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

1. Name and A			Name and T		Person(s)	to Issuer (Check all applicable)						
(Last) (First) (Middle)				orti	dentificatio ing Person, y (voluntar			4. Statement for Month/Day/Year December 9, 2002	10% Owne Officer	X Director		
(Street) Des Moines, IA 50392								5. If Amendment, Date of Original (Month/Day/Year)	7. Individual or Joint/Group Filing (Check Applicable Line) X Form filed by One Reporting Person Form filed by More than One Reporting Person			
(City	y) (State)	(Zip)		Tal	ble I Nor	ı-Deri	posed of, or Beneficially Owned					
1. Title of Security (Instr. 3)	Date	2A. Deemed Execution Date, if any (Month/Day/ Year)	3. Tran action Code (Instr. 8	A. Securities Acquired (A) or Disposed of (D) (Instr. 3, 4 & 5) ode V Amount (A) Price or		Securities Beneficially Owned Follow- ing Reported Transactions(s)	6. Owner-ship Form: Direct (D) or Indirect (I) (Instr. 4) 7. Nature of Indirect Beneficial Ownership (Instr. 4)					
Common Stock	05/20/02		A	V	1,500	(D) A		(Instr. 3 & 4)	D			
Common Stock	12/09/02		A		13	A		2,250	D			
Common Stock								737	I	By W.T. Kerr Retirement Plan		

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.	6. Date Exercisable	7. Title and	8. Price of	9. Number of	10.	11. Nature
Derivative	sion or	Trans-	Deemed	Trans-	Number	and Expiration	Amount of	Derivative	Derivative	Owner-	of Indirect
Security	Exercise	action	Execution	action	of	Date	Underlying	Security	Securities	ship	Beneficial

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

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(Instr. 3)	Price of Derivative Security	(Month/ Day/	if any (Month/	Code (Instr. 8)	S A (A C o	Derivati Month/Day/ Securiti Year) Acquired (A) or Disposed of (D) (Instr. 3, 4 &				Securities (Instr. 3 & 4)		Owned Following Reported Transaction(s) (Instr. 4)	of Derivative Security: Direct (D) or Indirect (I)	Ownership (Instr. 4)
				Code	V (.) A) (Exer-cisable	Expira- tion Date		Amount or Number of Shares		(Instr. 4)	

Explanation of Responses:

By: /s/ Joyce N. Hoffman Attorney-in-Fact December 11, 2002

Date

**Signature of Reporting Person

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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^{**}Intentional misstatements or omissions of facts constitute Federal Criminal Violations. See 18 U.S.C. 1001 and 15 U.S.C. 78ff(a).