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MITAU LEE R Form 4 December 19, 2002

FORM 4

_ Check this box if no longer subject to Section

obligations may continue.

16. Form 4 or Form 5

See Instruction 1(b).

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

wasnington, D.C. 20549

STATEMENT OF CHANGES IN BENEFICIAL OWNERSHIP

OMB Number: 3235-0287 Expires: January 31, 2005

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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

OMB APPROVAL

1. Name and Address of Mitau, Lee R.		. Issue J .S. B a			and Ticker USB)	Pe	6. Relationship of Reporting Person(s) to Issuer (Check all applicable)					
(Last) (Firs	0:	of Reporting Person,						/Day/Year 10 7 10	Director			
									Executive Vice President, General Counsel & Secretary			
(Stre	eet)							5. If A	mendment, 7.	. Individual or Joint/Group Filing		
Minneapolis, MN 55402									h/Day/Year) X	Check Applicable Line) K Form filed by One Reporting Person		
								L	Form filed by More than One Reporting Person			
(City) (Sta	ate) (Zip)		Table I Non-Derivative Securities Acquired, Disposed of, or Beneficially Owned									
1. Title of Security (Instr. 3)	2A. Deemo Execution Date, if any	med 3. Trans- 4. Securities Acquired 5. Amount of					5. Amount of Securities Beneficially	6. Owner- ship Form: Direct (D) or Indirect	7. Nature of Indirect Beneficial Ownership			
	(Month/Day Year)	// C	Code	V	Amount	(A) or (D)	Price	ing Reported Transactions(s) (Instr. 3 & 4)	(I) (Instr. 4)	(Instr. 4)		
Common Stock, \$0.01 par value	12/17/02		A			15,000	15,000 A		161,52	2 D		
Common Stock, \$0.01 par value									4,390.88 <u>-</u>	I	401(k) Plan	

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

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 control number

FORM 4 (continued) Table II - Derivative Securities Acquired, Disposed of, or Beneficially Owned

(e.g., puts, calls, warrants, options, convertible securities)

_	(**B', F****) ******* (**F********************													
	1. Title of	2. Conver-	3. Trans-	3A.	4.	5. Number	6. Date Exercisable	7. Title and	8. Price of	9. Number of	10.	11. Nat		
	Derivative	sion or	action	Deemed	Trans-	of	and Expiration	Amount of	Derivative	Derivative	Owner-	of Indir		
١	Security	Exercise	Date	Execution	action	Derivative	Date	Underlying	Security	Securities	ship	Benefic		
		Price of		Date,	Code	Securities	(Month/Day/	Securities	(Instr. 5)	Beneficially	Form	Owners		
١				i '	l		1				1 1	1		

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

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(Instr. 3)	Derivative Security	(Month/ Day/ Year)	if any (Month/ Day/ Year)	(Instr. 8)	Acquired (A) or Disposed (D) (Instr. 3,	d of	Year)		(Instr. 3 &	2 4)	Following Reported Transaction(s) (Instr. 4)	of Derivative Security: Direct (D) or Indirect (I) (Instr. 4)	(Instr.
				Code			Date Exer-cisable	Expira- tion Date	Title	Amount or Number of Shares			
Employee Stock Option (Right to Buy)	\$21.64	12/17/02		A	133,000		(2)	12/17/12	Common Stock		133,000	D	
Employee Stock Option (Right to Buy)	\$19.23							12/18/11	Common Stock	140,000	140,000	D	
Employee Stock Option (Right to Buy)	\$23.34								Common Stock	125,000	125,000	D	
Employee Stock Option (Right to Buy)	\$28.90							10/02/05	Common Stock	954	954	D	
Employee Stock Option (Right to Buy)	\$28.90							10/02/05	Common Stock	2,215	2,215	D	
Employee Stock Option (Right to Buy)	\$28.90							12/19/06	Common Stock	16,723	16,723	D	
Employee Stock Option (Right to Buy)	\$28.95								Common Stock	66,213	66,213	D	
Employee Stock Option (Right to Buy)	\$29.30							12/19/06	Common Stock	51,413	51,413	D	
Employee Stock Option (Right to Buy)	\$29.30								Common Stock	17,782	17,782	D	
Employee Stock Option	\$29.35							4/20/09	Common Stock	379,500	379,500	D	

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(Right to Buy)									
Employee Stock Option (Right to Buy)	\$35.18				Common Stock	38,523	38,523	D	
Employee Stock Option (Right to Buy)	\$27.27				Common Stock	3,795	3,795	D	
Employee Stock Option (Right to Buy)	\$27.27				Common Stock	21,673	21,673	D	
Employee Stock Option (Right to Buy)	\$21.34				Common Stock	4,245	4,245	D	

Explanation of Responses:

By: /s/ Lee R. Mitau

<u>12/19/02</u> 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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⁽¹⁾ Based on a plan report dated 11/30/02, the most recent plan report available.

⁽²⁾ The option vests 100% on December 17, 2009, or 25% on December 17th of each of 2003, 2004, 2005 and 2006 if certain performance criteria are met in those years.

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