FORM 4

## UNITED STATES SECURITIES AND EXCHANGE COMMISSION

Washington, D.C. 20549

## STATEMENT OF CHANGES IN BENEFICIAL OWNERSHIP

OMB APPROVAL										
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 or Section 30(h) of the Investment Company Act of 1940

Name and Address of Reporting Person*     MCCURDY JILL									cker or Tra	ding	Symbol		Relationship neck all appli Direct	cable) or	g Pers	10% Ov	/ner	
(Last) 4129 NC	(F	UE	3. Date of Earliest Transaction (Month/Day/Year) 10/19/2004									X Officer (give title Other (specifically below)  VP - Product Development						
(Street) MILWAI		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)	(3		(Zip)  le l - No	n-Deriv	,ative		curit	ios Ac	·auired	Dis	nosed o	of or Re	neficia	Ily Owner	٠			
Table I - Non-Dei  1. Title of Security (Instr. 3)  2. Trai Date (Montl						2 Ear) if	A. Dee xecution any Month/	3. Transa Code (	3. Transaction Code (Instr.		ies Acquire Of (D) (Ins	ed (A) or	5. Amor Securiti	ınt of es ially Following	6. Ownership Form: Direct (D) or Indirect (I) (Instr. 4)		7. Nature of Indirect Beneficial Ownership (Instr. 4)	
									Code	v	Amount	(A) or (D)	Price	Transac (Instr. 3	tion(s)			msu. 4)
Common	Stock	10/19	/2004				М		7,500	A	\$16.7	7,500			D			
Common	Stock	10/19	9/2004				М		5,000	A	\$16.	8 12	12,500		D			
Common	Stock		/2004				S		2,500	D	\$21.1	13 10	3 10,000		D			
Common	Stock										16,81	12.3093		I 1	ESOP			
		7	able II -								osed of converti			y 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/D	n Date,	4. Transactio Code (Insti 8)				6. Date E: Expiratio (Month/D	n Date	е	7. Title an Amount of Securities Underlyin Derivative (Instr. 3 a	f s g Security	8. Price of Derivative Security (Instr. 5)		e s ully	10. Ownership Form: Direct (D) or Indirect (I) (Instr. 4)	11. Nature of Indirect Beneficial Ownership (Instr. 4)
					Code	v	(A)	(D)	Date Exercisal		Expiration Date	Title	Amount or Number of Shares					
Stock Option	\$16.755	10/19/2004			M			7,500	(1)		04/25/2011	Common Stock	7,500	<b>\$0</b> <sup>(2)</sup>	2,500		D	
Stock	\$16.8	10/19/2004			м			5,000	(1)		04/24/2012	Common	5,000	¢n(2)	500		D	

## **Explanation of Responses:**

- 1. This option vests in four equal installments the first four years of the option.
- 2. Option grant.

Jill McCurdy

10/21/2004

\*\* 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.