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

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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

OMB APPROVAL

1. Name and Address of Re	2. Iss	uer Name and	Ticker or Ti	rading Sy	vmbol	6. Relationship of Reporting Person(s)					
Johnson Peter J.	ALL	ETE (ALE)				to Issuer (Check all applicable) X Director 10% Owner					
(Last) (First)	- 1	I			tement for h/Day/Year	Officer (give title below)Other (specify below)					
302 South Hoover Road PO Box 1007			entity (volunta	*	1/2/03	-		_			
(Street)						Amendment, of Original	7. Individual or Joint/Group Filing (Check Applicable Line) X Form filed by One Reporting Person				
Virginia, MN 55792					th/Day/Year)	Form filed by More than One Reporting Person					
(City) (State)	(Zip)		Table I — Non-Derivative Securities Acquired, Disposed of, or Beneficially Owned								
1. Title of Security 2. Trans- (Instr. 3) action Date	I .			4. Securities Acquired (A) (Instr. 3, 4 & 5)			Securities	6. Owner- ship Form: Direct (D)	7. Nature of Indirect Beneficial Ownership (Instr. 4)		
(Month/ Da Year)	if any (Month/Day/ Year)	Code	V Am	ount	(A) or (D)	1 1100	Owned Follow- ing Reported Transactions(s) (Instr. 3 & 4)	or Indirect (I) (Instr. 4)			
Common Stock							30264.487	D			

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			_			_			-				-		_	
	1. Title of	2. Conver-	3.	3A.	 4.		Number of Der	6. Date		7. Title and Amount		8. Price of	9. Number of	10.	11. Nature	
	Derivative	sion or	Trans-	Deemed	Trans	;-	Securities Acquire	Exercisa	ble	of Underlying		Derivative	Derivative	Owner-	of Indirect	
	Security	Exercise	action	Execution	action	ı	Disposed of (D)	and Expi	ration	Securities		Security	Securities	ship	Beneficial	
		Price of	Date	Date,	Code			Date		(Instr. 3 & 4)		(Instr. 5)	Beneficially	Form	Ownership	
	(Instr. 3)	Derivative		if any			(Instr. 3, 4 & 5)	(Month/Da	y/				Owned	of	(Instr. 4)	
		Security	l`	(Month/	(Instr.		Year)			Year)			Following	Deriv-		
		-	Day/ Year)	Day/ Year)	8)								Reported	ative		
				1001)	ĺ .							Transaction(s)	Security:			
					Code	V	(A)	(D)	Date	Expira-	Title	Amount	1	(Instr. 4)	Direct	
						ľ	()	(-)	Exer-	tion		or			(D)	
						П			cisable	Date		Number			or	
						П						of			Indirect	
						П						Shares			(I)	
						П									(Instr. 4)	
	Stock Option	23.20	1/2/03		A	П	1500		see	1/2/13	Common	1500		1500	D	
	(right to					П			below.(1)		Stock					
	buy)					П										

Explanation of Responses:

(1) Option vests annually, 50% in 2004 and 50% in 2005.

By: /s/ Philip R. Halverson
Philip R. Halverson for Peter J. Johnson

January 3, 2003
Date

**Signature of Reporting Person

**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).