FORM 4

## UNITED STATES SECURITIES AND EXCHANGE COMMISSION

STATEMENT OF CHANGES IN BENEFICIAL OWNERSHIP

Washington, D.C. 20549

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OMB APPROVAL								
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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

1. Name and Address of Reporting Person* <u>VIZANKO JAMES K</u>							e <b>and</b> Ticl	ker or Trac ALE ]	ding s	Symbol	5. Relationship of Reporting Person(s) to Issuer (Check all applicable)  Director 10% Owner								
(Last) 30 WEST	,	(First) (Middle) UPERIOR STREET					of Earli 1004	est Trans	action (M	onth/	Day/Year)	X	below)	r (give title ) VP, CFO & Corp.		Other (specify below)  Treasurer			
(Street)  DULUTI  (City)			55802 (Zip)		—   4. I —	f Ame	endme	nt, Date o	of Original Filed (Month/Day/Year)						Form fi	led by One	Repo	ng (Check Applicable eporting Person Ian One Reporting	
		Tab	le I - No	n-Deri	vativ	e Se	curit	ies Ac	quired,	Dis	posed o	of, or Be	nefic	cially	Owned				
[			2. Transaction Date (Month/Day/Year)		ar) E	2A. Deemed Execution Date, if any (Month/Day/Year)		3. Transaction Code (Instr. 8)		4. Securities Acquired (A) Disposed Of (D) (Instr. 3, 4		and 5)   Securitie Benefici Owned F		es ally Following	6. Ownership Form: Direct (D) or Indirect (I) (Instr. 4)		7. Nature of Indirect Beneficial Ownership		
								Code	v	Amount	(A) c	r Pri	ice	Reported Transaction(s) (Instr. 3 and 4)				Instr. 4)	
Common	Stock			02/2	02/23/2004				G	V	1,972.1	16 D	D \$0			0	D		
Common Stock			03/1	03/10/2004				G	V	8,367.5	56 A		\$ <mark>0</mark>	0 8,367.56		7.56 D			
Common Stock			03/1	03/10/2004				M		10,626		\$2	20.51	18,993.56		D			
Common Stock			03/1	03/10/2004				F		7,777	D	\$3	34.08	11,216.56		D			
Common Stock														11,7	711.44		I 1	By RSOP Γrust	
Common Stock 02				02/2	3/2004	3/2004				V	1,972.1	2.16 A S		\$ <mark>0</mark>	13,367.56				By Spouse
Common Stock 03/10/2					0/2004	2004			G	V	8,367.5	56 D		\$0	\$0 5,000				By Spouse
		٦									osed of, convertil				wned				
1. Title of Derivative Security (Instr. 3)	Title of 2. 3. Transaction 3A. Deemed Execution Date Execution Date, or Exercise (Month/Day/Year) if any Code (Instr.		5. Number 6		6. Date Expiration (Month/D	n Dat		7. Title and Am of Securities Underlying Derivative Secu (Instr. 3 and 4)		[	B. Price of Derivative Security Instr. 5)	9. Number derivative Securities Beneficiall Owned Following Reported Transactio (Instr. 4)	Ov Fo Dii or (I)	10. Ownership Form: Direct (D) or Indirect (I) (Instr. 4)	11. Nature of Indirect Beneficial Ownership (Instr. 4)				
Cod				Code	v	(A)	(D)	Date Exercisal	Expiration of Share		ber								
Employee Stock Option - Right to Buy	\$20.51	03/10/2004			M			10,626	02/03/20	04	02/03/2013	Common Stock	10,6	626	\$0	13,333	3	D	

**Explanation of Responses:** 

Remarks:

Ingrid K. Johnson for James K. **Vizanko** 

03/11/2004

\*\* Signature of Reporting Person Date

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

- $^{\star}$  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.