$\Box$ 

Phantom

Stock

\$<mark>0</mark>

## 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

Filed pursuant to Section 16(a) of the Securities Exchange Act of 1934

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					0	or Sect	tion 30	D(h) of th	nè Ínvestmen	t Cor	npany Ad	ct of 1940									
1. Name and Address of Reporting Person* <u>PLETCHER RICHARD L</u>							2. Issuer Name and Ticker or Trading Symbol       5. Relationship of Reporting Person(s) to Issuer (Check all applicable)         X       Director       10% Owner														
(Last) (First) (Middle) 1102 NORTHWOOD DR						3. Date of Earliest Transaction (Month/Day/Year) 02/04/2008										(give title		Other (sbelow)			
(Street) NAPPANEE IN 46550						4. If Amendment, Date of Original Filed (Month/Day/Year)								Line)	<ul> <li>Individual or Joint/Group Filing (Check Applicable ine)</li> <li>X Form filed by One Reporting Person</li> <li>Form filed by More than One Reporting</li> </ul>				n		
(City) (State) (Zip)																Person					
		Ta	ble I - Noi	n-Deri	vativ	/e Se	ecuri	ities A	cquired,	Dis	posed	of, or	Benef	icially	Owned						
1. Title of Security (Instr. 3) 2. Transa Date (Month/D							2A. Deemed Execution Date, if any (Month/Day/Year)		Code (I	e, Transaction Code (Instr.		4. Securities Acquired (A) Disposed Of (D) (Instr. 3, 4			Beneficia	S	Form (D) o	n: Direct r Indirect	7. Nature of Indirect Beneficial Ownership		
									Code	v	Amoun	Amount (/		Price	Reported Transact (Instr. 3 a	d tion(s)			(Instr. 4)		
Common Stock 02/0-						4/2008		М		1,850 A			\$14	6,319.122		D					
Common Stock 02/04					)4/20	1/2008		S		1,85	1,850 D		\$21.75	4,469.122			D	Bu			
Common Stock															1,57	9.882			By Spouse		
									quired, D ts, option						Dwned						
1. Title of Derivative Security (Instr. 3)     2.     3. Transaction Date Price of Derivative Security     3A. Deemed Execution Date, (Month/Day/Year)       1. Title of Date     0.00000000000000000000000000000000000			Date,	4. Transaction Code (Instr. I B) (		of Der Sec Acc (A) Dis of (	posed D) str. 3, 4	Expiration D	. Date Exercisable and xpiration Date Month/Day/Year)		7. Title and Amo of Securities Underlying Deri Security (Instr. 3 4)		vative	8. Price of Derivative Security (Instr. 5)	9. Number of derivative Securities Beneficially Owned Following Reported Transaction(s) (Instr. 4)		10. Ownership Form: Direct (D) or Indirect (I) (Instr. 4)	Beneficia Ownershi (Instr. 4)			
					Code	v	(A)	(D)	Date Exercisable		piration te	Title		unt or ber of es							
Phantom Stock	(1)								04/26/2005	04,	/26/2015	Commo Stock	<sup>1</sup> 1	16		116		D			
Phantom Stock	(1)								10/25/2005	10	25/2005	Commo Stock	<sup>1</sup> 1	10		110		D			
Phantom Stock	(1)								(2)		(3)	Commo Stock	<sup>1</sup> 3,8	372		3,872	2	D			
Phantom Stock	(1)								07/12/2005	07,	/12/2015	Commo Stock	<sup>1</sup> 5	44		544		D			
Phantom Stock	(1)								07/26/2005	07	/26/2015	Commo Stock	<sup>1</sup> 9	8		98		D			
Phantom Stock	\$0								01/26/2005	01	/26/2015	Commo Stock	<sup>1</sup> 9	94		94		D			
Phantom Stock	\$0								01/28/2003	01	28/2013	Commo Stock	<sup>1</sup> 10	9.8		109.8	3	D			
Phantom Stock	\$0								04/28/2003	04	28/2013	Commo Stock	<sup>1</sup> 10	8.2		108.2	2	D			
Phantom Stock	\$0								07/26/2004	07	/26/2014	Commo Stock	<sup>1</sup> 1	14		114		D			
Phantom Stock	\$0								10/26/2004	10,	/26/2014	Commo Stock	<sup>1</sup> 1	04		104		D			
Phantom Stock	\$0								01/01/2003	01	/01/2003	Commo Stock	<sup>1</sup> 14,5	577.4		14,577	'.4	D			
Phantom Stock	\$0								01/26/2004	01	/26/2014	Commo Stock	<sup>1</sup> 8	30		80		D			
Phantom Stock	\$0								04/28/2004	04,	/28/2014	Commo Stock	<sup>1</sup> 1	06		106		D			
Phantom Stock	\$0								01/07/2003	01	07/2013	Commo Stock	<sup>1</sup> 62	8.6		628.6	5	D			
Phantom Stock	\$0								10/27/2003	10	27/2013	Commo Stock	1 8	39		89		D			

Common

Stock

92

92

D

07/30/2013

07/30/2003

Table II - Derivative Securities Acquired, Disposed of, or Beneficially Owned         (e.g., puts, calls, warrants, options, convertible securities)															
1. Title of Derivative Security (Instr. 3)	2. Conversion or Exercise Price of Derivative Security	3. Transaction Date (Month/Day/Year)	3A. Deemed Execution Date, if any (Month/Day/Year)	4. Transaction Code (Instr. ) 8)		5. Number of Derivative Securities Acquired (A) or Disposed of (D) (Instr. 3, 4 and 5)		6. Date Exercisable and Expiration Date (Month/Day/Year)		7. Title and Amount of Securities Underlying Derivative Security (Instr. 3 and 4)		8. Price of Derivative Security (Instr. 5)	9. Number of derivative Securities Beneficially Owned Following Reported Transaction(s) (Instr. 4)	10. Ownership Form: Direct (D) or Indirect (I) (Instr. 4)	11. Nature of Indirect Beneficial Ownership (Instr. 4)
				Code	v	(A)	(D)	Date Exercisable	Expiration Date	Title	Amount or Number of Shares				
Phantom Stock	\$0							01/16/2004	01/16/2014	Common Stock	505		505	D	
Phantom Stock	\$0							07/14/2004	07/14/2014	Common Stock	586		586	D	
Phantom Stock	\$0							01/11/2005	01/11/2015	Common Stock	534		534	D	
Phantom Stock	\$0							07/10/2003	07/10/2013	Common Stock	536		536	D	
Stock Options (Right to buy)	\$6.75							06/13/2005	06/13/2010	Common Stock	1,000		1,000	D	
Stock Options (Right to buy)	\$6.8125							01/09/2006	01/09/2011	Common Stock	2,000		2,000	D	
Stock Options (Right to buy)	\$7.5625							02/08/2005	02/08/2010	Common Stock	1,200		1,200	D	
Stock Options (Right to buy)	\$9.7188							02/09/2004	02/09/2009	Common Stock	1,150		1,150	D	
Stock Options (Right to buy)	\$17.185							12/09/2008	12/09/2013	Common Stock	1,000		1,000	D	
Stock Options (Right to buy)	\$19.96							12/11/2012	12/11/2017	Common Stock	1,000		1,000	D	
Stock Options (Right to buy)	\$14	02/04/2008		М			1,850	05/12/2003	05/10/2008	Common Stock	1,850	\$0	0	D	

Explanation of Responses:

1. Each phantom stock unit exersises into 1 share of Common Stock.

2. Phantom stock is exercisable after the directors' retirement as a Board member.

3. Phantom shares expire after the directors' retirement as a Board member.

<u>Teresa A. Bartman, Attorney-</u> <u>in-Fact</u>

02/05/2008

Date

\*\* Signature of Reporting Person

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

 $^{\ast}$  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.

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