

* If the form is filed by more than one Reporting Person, see Instruction 4(b)(v).

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

FORM 5 (continued)

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)	4. Transaction Code (Instr. 8)	5. Number of Derivative Securities Acquired (A) or Disposed of (D) (Instr. 3, 4 and 5)	6. Expiration Date (Month/Day/Year) (Instr. 3, 4 and 5)	7. Title and Amount of Underlying Securities (Instr. 3 and 4)	8. Price of Derivative Security (Instr. 5)	9. Number of Derivative Securities Beneficially Owned at End of Year (Instr. 4)	10. Ownership of Derivative Security: Direct (D) or Indirect (I) (Instr. 4)	11. Nature of Direct Beneficial Ownership (Instr. 4)
Stock Options/Option Surrender Rights	\$74.50	12/07/99	A	23,000	12/07/03 12/07/09	Common Stock	23,000 0	23,000	D	

Explanation of Responses:
 (1) Held by the trustee of the Company's 401(k) Plan, Boston Safe Deposit and Trust Company.
 (2) Held by the Company's Dividend Reinvestment Plan, Norwest Bank Minnesota.
 (3) Held by the trustee of the Company's Deferred Compensation Plan, The Northern Trust Company.
 (4) Held by spouse and/or immediate family member of reporting person. Beneficial ownership is disclaimed.

/s/ John B. Jaske 1/19/00

**Signature of Reporting Person Date

** Intentional misstatements or omissions of facts constitute Federal Criminal Violations.

Note: File three copies of this Form, one of which must be manually signed.
If space provided is insufficient, see Instruction 6 for procedure.

Alternatively, this Form is permitted to be submitted to the Commission in electronic format at the option of the reporting person pursuant to Rule 101(b)(4) of Regulation S-T.

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