



Edgar Filing: JAMES RICHARD E - Form 4

**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 Underlying Securities (Instr. 3 and 4)		
				Code	V (A) (D)	Date Exercisable	Expiration Date	Title	Amount Number Shares
Employee Stock Option (Right to buy)	\$ 34.75 <sup>(2)</sup>					12/14/2001	12/14/2010	Common Stock	6,200
Employee Stock Option (Right to buy)	\$ 34.09 <sup>(3)</sup>					12/13/2002	12/13/2011	Common Stock	6,500
Employee Stock Option (Right to buy)	\$ 37.96 <sup>(4)</sup>					12/12/2003	12/12/2012	Common Stock	6,600
Employee Stock Option (Right to buy)	\$ 44.73 <sup>(5)</sup>					12/10/2004	12/10/2013	Common Stock	5,600
Employee Stock Option (Right to Buy)	\$ 48.11 <sup>(6)</sup>					12/08/2005	12/08/2014	Common Stock	6,400
Performance Rights	\$ 0 <sup>(7)</sup>					01/01/2005 <sup>(7)</sup>	06/30/2005	Common Stock	950
Performance Rights	\$ 0 <sup>(7)</sup>					01/01/2006 <sup>(7)</sup>	06/30/2006	Common Stock	870
Performance Rights	\$ 0 <sup>(7)</sup>					01/01/2007 <sup>(7)</sup>	06/30/2007	Common Stock	760
Performance Rights	\$ 0 <sup>(7)</sup>					01/01/2008 <sup>(7)</sup>	06/30/2008	Common Stock	740
Phantom Stock Unit	\$ 0 <sup>(8)</sup>					<sup>(9)</sup>	<sup>(9)</sup>	Common Stock	4,495

## Reporting Owners

Reporting Owner Name / Address	Relationships			
	Director	10% Owner	Officer	Other
JAMES RICHARD E 700 NORTH ADAMS STREET P. O. BOX 19001 GREEN BAY, WI 543079001			VP - Corporate Planning	

## Signatures

By: Barth J. Wolf (See POA filed August 2002) 01/13/2005

\_\_Signature of Reporting Person Date

## Explanation of Responses:

- \* 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).
- (1) Reflects shares allocated by the company's ESOP program on December 31, 2004. This transaction is being voluntarily reported.
- (2) The option vests in four equal annual installments beginning on December 14, 2001.
- (3) The option vests in four equal annual installments beginning on December 13, 2002.
- (4) The option vests in four equal annual installments beginning on December 12, 2003.
- (5) The option vests in four equal annual installments beginning on December 10, 2004.
- (6) The option vests in four equal annual installments beginning on December 8, 2005.
- (7) Performance shares vest and are issued three years after the performance shares are awarded and the final number of shares issued is determined based on company performance against an established industry benchmark.
- (8) These phantom stock units convert to common stock on a one-for-one basis.
- (9) Unless the participant has selected a later commencement date, distribution of stock and equivalents will commence within 60 days following the end of the calendar year in which occurs the participant's retirement or termination of service.

Note: File three copies of this Form, one of which must be manually signed. If space is insufficient, *see* Instruction 6 for procedure. Potential persons who are to respond to the collection of information contained in this form are not required to respond unless the form displays a currently valid OMB number.