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#### MCKEITHAN DANIEL F JR

Form 4 January 03, 2003

### 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

OMB APPROVAL

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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 www.section16.net

Name and Address of Reporting Person*  McKeithan, Jr. Daniel F.					me and Tic rp (USB)	eker or	6. Relationship of Reporting Person(s) to Issuer (Check all applicable)						
(Last) (First) (Middle)				3. I.R.S. Identification Number of Reporting Person, if an entity (voluntary)				Statement for onth/Day/Year <b>2/03</b>	X Director  10% Owner  Officer (give title below)  Other (specify below)				
(Street) Milwaukee, WI 53202							Dat	f Amendment, te of Original onth/Day/Year)	(Check Applica  X Form filed by Person  Form filed by	7. Individual or Joint/Group Filing (Check Applicable Line)  X Form filed by One Reporting Person  Form filed by More than One Reporting Person			
(Cit	y) (State)	(Zip)	Table I Non-Derivative Securities					urities Acquired, Di	ities Acquired, Disposed of, or Beneficially Owned				
1. Title of Security (Instr. 3)	2. Trans- action Date (Month/ Day/ Year)	Execution Date,	3. Trans action C (Instr. 8 Code	ode	4. Securitie (A) or Disp (Instr. 3, 4 Amount	osed o		5. Amount of Securities Beneficially Owned Following Reported Transactions(s) (Instr. 3 & 4)	6. Ownership Form: Direct (D) or Indirect (I) (Instr. 4)	7. Nature of Indirect Beneficial Ownership (Instr. 4)			

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. Title of	2. Conver-	3.	3A.	4.	5.	6. Date Exercisable	7. Title and	8. Price of	9. Number of	10.	11. Na
Derivative	sion or	Trans-	Deemed	Trans-	Number	and Expiration	Amount of	Derivative	Derivative	Owner-	of Indi
Security	Exercise	action	Execution	action	of	Date	Underlying	Security	Securities	ship	Benefi
	Price of	Date	Date,	Code	Derivative	(Month/Day/	Securities	(Instr. 5)	Beneficially	Form	Owner
(Instr. 3)	Derivative		if any		Securities	Year)	(Instr. 3 & 4)		Owned	of Deriv-	(Instr.
	Security	(Month/	(Month/	(Instr.	Acquired				Following	ative	
		Day/	Day/	8)	(A) or				Reported	Security:	
		Year)	Year)		Disposed				Transaction(s)	Direct	
					of (D)				(Instr. 4)	(D)	
										or	
							1	1	1		

<sup>\*</sup> If the form is filed by more than one reporting person, see Instruction 4(b)(v).

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					(Instr. 4 & 5								Indirect (I)	
			Code	_		(D)	Date Exer-cisable	Expira- tion Date	Title	Amount or Number of Shares			(Instr. 4)	
Restricted Stock Units	1-for-1						(1)	(1)	Common Stock			2,500	D	
Non-Employee Director Stock Option (Right to Buy)	\$21.53	1/02/03	A		4,750		(2)	1/02/13	Common Stock	4,750	(3)	4,750	D	
Non-Employee Director Stock Option (Right to Buy)	\$21.64							12/17/12	Common Stock	7,200		7,200	D	
Non-Employee Director Stock Option (Right to Buy)	\$18.95							10/01/12	Common Stock	575		575	D	
Non-Employee Director Stock Option (Right to Buy)	\$23.18							7/01/12	Common Stock	2,050		2,050	D	
Non-Employee Director Stock Option (Right to Buy)	\$22.16							4/01/12	Common Stock	1,500		1,500	D	
Non-Employee Director Stock Option (Right to Buy)	\$20.78							1/02/12	Common Stock	1,750		1,750	D	
Non-Employee Director Stock Option (Right to Buy)	\$20.78							1/02/12	Common Stock	9,150		9,150	D	
Non-Employee Director Stock Option (Right to Buy)	\$20.78							1/02/12	Common Stock	8,600		8,600	D	
Non-Employee Director Stock Option (Right to Buy)	\$22.02							10/01/11	Common Stock	1,125		1,125	D	
Non-Employee Director Stock Option (Right to Buy)	\$23.31							7/02/11	Common Stock	1,375		1,375	D	
Non-Employee Director Stock Option (Right to Buy)	\$23.20							4/02/11	Common Stock	2,650		2,650	D	
Non-Employee Director Stock Option (Right to Buy)	\$23.34							2/27/11	Common Stock	6,100		6,100	D	
Non-Employee Director Stock	\$23.4375							1/02/11	Common Stock	8,800		8,800	D	

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Option (Right to Buy)								
Non-Employee Director Stock Option (Right to Buy)	\$23.4375			Common Stock	1,675	1,675	D	
Non-Employee Director Stock Option (Right to Buy)	\$21.6875			Common Stock	8,900	8,900	D	
Non-Employee Director Stock Option (Right to Buy)	\$22.5625			Common Stock	625	625	D	
Non-Employee Director Stock Option (Right to Buy)	\$20.875		7/03/10	Common Stock	1,400	1,400	D	
Non-Employee Director Stock Option (Right to Buy)	\$23.375		4/03/10	Common Stock	1,400	1,400	D	
Non-Employee Director Stock Option (Right to Buy)	\$20.9375			Common Stock	6,400	6,400	D	
Non-Employee Director Stock Option (Right to Buy)	\$21.375			Common Stock	6,900	6,900	D	
Non-Employee Director Stock Option (Right to Buy)	\$25.625		10/01/09	Common Stock	900	900	D	
Non-Employee Director Stock Option (Right to Buy)	\$28.00			Common Stock	1,350	1,350	D	
Non-Employee Director Stock Option (Right to Buy)	\$28.00		7/01/09	Common Stock	3,175	3,175	D	
Non-Employee Director Stock Option (Right to Buy)	\$29.4167			Common Stock	10,800	10,800	D	

Explanation of Responses:

By: /s/ By Lee R. Mitau
For Daniel F. McKeithan, Jr.

<u>1/03/03</u> Date

\*\*Signature of Reporting Person

<sup>(1)</sup> The restricted stock units vest in four equal annual installments beginning on December 17, 2003. Vested units are payable in common stock when the reporting person retires in accordance with the Company's director retirement policy.

<sup>(2)</sup> The option vests in four equal annual installments beginning on January 2, 2004.

<sup>(3)</sup> Stock Option acquired from Issuer in lieu of \$23,333.33 of cash compensation for 2003 director fees under the 2001 Executive Stock Incentive Plan.

<sup>\*\*</sup>Intentional misstatements or omissions of facts constitute Federal Criminal Violations. See 18 U.S.C. 1001 and 15 U.S.C. 78ff(a).

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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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