SEC Form 4	
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## FORM 4

UNITED STATES SECURITIES AND EXCHANGE COMMISSION

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Section obligat	this box if no lo n 16. Form 4 or ions may conti tion 1(b).		STAT		ed purs	suant	to Sectio	n 16(	a) of the Sec	uritie	es Exchar	ige Act of		RSHI	IP		ated av	r: erage burde ponse:	3235-0287 n 0.5
1. Name and Address of Reporting Person <sup>*</sup> <u>Phillips Bryan K</u>									cker or Tradi [ <u>NC</u> [ SR				Check a	all applie Directo	cable)	g Pers	son(s) to Iss 10% Ov Other (s	wner	
(Last) 9924 WI	(First) (Middle) WEST 74TH STREET						of Earlies <mark>008</mark>	t Trar	nsaction (Mo	nth/D	Day/Year)		х	below)		en. Counsel & Corp		. ,	
(Street) EDEN PRAIRIE MN 55344						4. If Amendment, Date of Original Filed (Month/Day/Year)									6. Individual or Joint/Group Filing (Check Applicable Line) X Form filed by One Reporting Person Form filed by More than One Reporting				
(City)	(S	tate)	(Zip)			Person													
		Tab	le I - Nor	n-Deriv	vative	e Se	curitie	s Ao	cquired, C	Disp	osed o	of, or Be	enefic	ally C	Dwned	1			
1. Title of Security (Instr. 3) 2. Transa Date (Month/D						Execution Date			ar) Code (In 8)	Instr. 5)			str. 3, 4	4 and Securitie Benefici Owned F Reporte Transac		es Form ially (D) o Following (I) (Ir d tion(s)		: Direct Indirect str. 4)	7. Nature of Indirect Beneficial Ownership (Instr. 4)
l						ve Securities Acquired, Disposed of, or Beneficially C									(Instr. 3 and 4)				
		Т							uired, Di s, options						vned				
1. Title of Derivative Security (Instr. 3)	2. Conversion or Exercise Price of Derivative Security	3. Transaction Date (Month/Day/Year)	action 3A. Deem Execution		4. Transactior Code (Instr. 8)		5. Number n of		6. Date Exercisable and Expiration Date (Month/Day/Year)			7. Title and Amount of Securities Underlying Derivative Securi (Instr. 3 and 4)		Der Sec (Ins	Price of rivative curity str. 5)	9. Number of derivative Securities Beneficially Owned Following Reported Transaction(s (Instr. 4)		10. Ownership Form: Direct (D) or Indirect (I) (Instr. 4)	Beneficial Ownership (Instr. 4)
					Code	v	(A)	(D)	Date Exercisable		cpiration ate	Title	Amou or Numb of Share	er					
Non- Qualified Stock Option (Right to Buy)	\$37.51	09/15/2008			A		8,482		(1)	09	)/15/2015	Common Stock	8,48	2 \$	60.00	8,482		D	

Explanation of Responses:

1. Exercisable in annual increments of 25%, commencing 9/15/09.

Remarks:

## /s/ Gordon S. Weber, on behalf 09/17/2008

of Bryan K. Phillips

\*\* Signature of Reporting Person Date

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

\* 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.