#### NICK BARBARA A

Form 4

March 08, 2005

## FORM 4

# UNITED STATES SECURITIES AND EXCHANGE COMMISSION Washington, D.C. 20549

OMB Number: 3235-0287

Estimated average

5. Relationship of Reporting Person(s) to

**OMB APPROVAL** 

Check this box if no longer subject to Section 16.

STATEMENT OF CHANGES IN BENEFICIAL OWNERSHIP OF SECURITIES

Expires: January 31, 2005

Form 4 or Form 5 obligations may continue.

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

2. Issuer Name and Ticker or Trading

burden hours per response... 0.5

*See* Instruction 1(b).

(Print or Type Responses)

1. Name and Address of Reporting Person \*

	NICK BARI	BARA A	ing Ferson _	Symbol	ESOURC				Issuer	of Reporting F	
			3. Date of Earliest Transaction (Month/Day/Year) 03/04/2005			(Check all applicable)  Director 10% OwnerX_ Officer (give title Other (specify below)  Vice Pres, Corporate Services					
	GREEN BA	(Street) Y, WI 543079	9001		ndment, Da hth/Day/Year	_	l			-	Person
	(City)	(State)	(Zip)	Table	e I - Non-D	erivative S	Securi	ties A	equired, Disposed	of, or Benefici	ially Owned
	1.Title of Security (Instr. 3)	2. Transaction I (Month/Day/Ye	ar) Execution	med on Date, if Day/Year)	3. Transactic Code (Instr. 8)	4. Securit onAcquired Disposed (Instr. 3,	(A) or (A) or	)	5. Amount of Securities Beneficially Owned Following Reported Transaction(s) (Instr. 3 and 4)	6. Ownership Form: Direct (D) or Indirect (I) (Instr. 4)	
	Stock								040	D	
	Common Stock								15	I	By Custodian For Son
	Common Stock								20.312	I	By Custodian For Son by SIP
	Common Stock								35.312	I	By Daughter by Stock

### Edgar Filing: NICK BARBARA A - Form 4

			Investment Plan				
Common Stock	1,865.7616	I	By ESOP				
Common Stock	3,548.7823	I	By Spouse by ESOP				
Common Stock	115.143	I	Joint with Spouse by SIP				
Reminder: Report on a separate line for each class of securities beneficially owned directly or indirectly.							
	Persons who respond to the coll information contained in this for required to respond unless the f displays a currently valid OMB of the collins of the coll	m are not orm	SEC 1474 (9-02)				

Table II - Derivative Securities Acquired, Disposed of, or Beneficially Owned (e.g., puts, calls, warrants, options, convertible securities)

number.

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 onDerivative Securities Acquired (A) or Disposed of (D) (Instr. 3, 4, and 5)		6. Date Exercisable and Expiration Date (Month/Day/Year)		7. Title and Underlying (Instr. 3 and
				Code V	(A)	(D)	Date Exercisable	Expiration Date	Title
Phantom Stock Unit	<u>(1)</u>	03/04/2005		A	1,117.7397		(2)	(2)	Common Stock
Employee Stock Option (Right to buy)	\$ 34.09 (3)						12/13/2002	12/13/2011	Common Stock
Employee Stock Option (Right to buy)	\$ 37.96 (4)						12/12/2003	12/12/2012	Common Stock
Employee Stock Option (Right to buy)	\$ 44.73 (5)						12/10/2004	12/10/2013	Common Stock
Employee Stock Option (Right to Buy)	\$ 48.11 (6)						12/08/2005	12/08/2014	Common Stock
							12/13/2002	12/13/2011	

#### Edgar Filing: NICK BARBARA A - Form 4

Employee Stock Option (Right to buy)	\$ 34.09 ( <u>3)</u>			Common Stock
Employee Stock Option (Right to buy)	\$ 37.96 (4)	12/12/2003	12/12/2012	Common Stock
Employee Stock Option (Right to buy)	\$ 44.73 (5)	12/10/2004	12/10/2013	Common Stock
Performance Rights	\$ 0 <u>(7)</u>	01/01/2006(7)	06/30/2006	Common Stock
Performance Rights	\$ 0 <u>(7)</u>	01/01/2007(7)	06/30/2007	Common Stock
Performance Rights	\$ 0 <u>(7)</u>	01/01/2008(7)	06/30/2008	Common Stock
Performance Rights	\$ O <u>(7)</u>	01/01/2008(7)	06/30/2008	Common Stock

# **Reporting Owners**

Reporting Owner Name / Address	Keiationships					
	Director	10% Owner	Officer	Other		

NICK BARBARA A 700 NORTH ADAMS STREET P. O. BOX 19001 GREEN BAY, WI 543079001

Vice Pres, Corporate Services

# **Signatures**

By: Barth J. Wolf (See POA filed August 2002) 03/08/2005

\*\*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) These phantom stock units convert to common stock on a one-for-one basis.
- (2) 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.
- (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.

Reporting Owners 3

#### Edgar Filing: NICK BARBARA A - Form 4

- (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.

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.