

Table II - Derivative Securities Acquired, Disposed of, or Beneficially Owned															
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)	Code	V	(A)	(D)	Date	Expiration	Title and Class of Underlying Derivative Security (Instr. 3 and 4)	8. Price of Derivative Security (Instr. 5)	9. Number of derivative Securities Beneficially Owned Following Reported Transaction(s) (Instr. 4)	10. Ownership Form: Direct (D) or Indirect (I) (Instr. 4)	11. Nature of Indirect Beneficial Ownership (Instr. 4)	
															Code
Nonstatutory Stock Options 12-2-2000	\$7.8438							12/02/2000	12/02/2010	Class A Common Stock		10,000		D	
Nonstatutory Stock Options 12-2-01	\$7.725							12/02/2001	12/02/2011	Class A Common Stock		10,000		D	
Nonstatutory Stock Options 12-2-02	\$8.07							12/02/2002	12/02/2012	Class A Common Stock		10,000		D	
Nonstatutory Stock Options 12-2-03	\$9.61							12/02/2003	12/02/2013	Class A Common Stock		10,000		D	
Nonstatutory Stock Options 12-2-04	\$21.77							12/02/2004	12/02/2014	Class A Common Stock		10,000		D	
Nonstatutory Stock Option 12-15-05	\$30.645							12/15/2005	12/15/2015	Class A Common Stock		10,000		D	
Phantom Stock Units ⁽¹⁾	\$0 ⁽²⁾							08/08/1988 ⁽³⁾	08/08/1988 ⁽⁴⁾	Class A Common Stock		15,899		D	
Nonstatutory Stock Option 12-15-06	\$32.565							12/15/2006	12/14/2016	Class A Common Stock		10,000		D	
2007 Restricted Stock Unit ⁽⁵⁾	\$0							01/01/2008 ⁽⁶⁾	12/13/2017 ⁽⁷⁾	Class A Common Stock		1,319		D	
NSO 2007	\$43.61							12/14/2007	12/13/2017	Class A Common Stock		3,956		D	

Explanation of Responses:

- 1 for 1
- 1 for 1
- Phantom Stock Units acquired under the Company's Non-Employee Director Deferred Compensation Plan in a transaction exempt under Rule 16b-3(c). Shares of Common Stock are issued under terms of the Plan upon resignation from the board of directors.
- Phantom Stock Units acquired under the Company's Non-Employee Director Deferred Compensation Plan in a transaction exempt under Rule 16b-3(c). Shares of Common Stock are issued under terms of the Plan upon resignation from the board of directors.
- 1 for 1
- The RSU granted is 100% vested at the date of grant but the receipt of shares are subject to a deferral period which is generally at least four years from the grant date as per the deferral election.
- The RSU is subject to a deferral election. Shares of Class A Common Stock will be delivered to the reporting person as per the terms of the deferral election.

Kenneth A Olson under POA
for Ralph Busch 12/18/2008

** 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.