



Edgar Filing: Koski Kenneth L - Form 4

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)	Amount or Number of Shares
Incentive Stock Options	\$ 24.2					07/08/2009 <sup>(3)</sup> 07/08/2018	Common Stock	1,560
Incentive Stock Options	\$ 10					02/03/2010 <sup>(3)</sup> 02/03/2019	Common Stock	3,343
Stock Appreciation Rights	\$ 10					02/03/2010 <sup>(4)</sup> 02/03/2019	Common Stock	2,297
Restricted Stock Units	<u>(5)</u>					<u>(6)</u> <u>(6)</u>	Common Stock	1,378

## Reporting Owners

Reporting Owner Name / Address	Relationships			
	Director	10% Owner	Officer	Other
Koski Kenneth L 505 FRONT AVENUE, P.O. BOX I COEUR D'ALENE, ID 83814			Controller	

## Signatures

/s/ Teri L. Champ,  
Attorney--in-Fact

07/10/2009

\*\*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) Shares withheld for the purpose of paying taxes incurred as a result of vesting of restricted shares.
- (2) Includes 2,917 unvested shares of restricted stock.
- (3) The stock options become exercisable to the extent of one-third on the above date and are cumulatively exercisable to the extent of one-third each year thereafter.

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- (4) The stock appreciation right becomes exercisable to the extent of one-third on the above date and is cumulatively exercisable to the extent of one-third each year thereafter.
- (5) Each restricted stock unit represents a right to receive a cash payment equivalent to the fair market value of the common stock as of the date of vesting.
- (6) The restricted stock units become exercisable to the extent of one-third on February 3, 2010 and are cumulatively exercisable to the extent of one-third each year thereafter. Vested units shall be settled in cash which shall be delivered to the reporting person on the date of vesting of such units.

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.