FORM 4

UNITED STATES SECURITIES AND EXCHANGE COMMISSION

Washington, D.C. 20549

washington, D.C. 2004

l	OMB APPR	ROVAL								
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0.5

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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

Filed pursuant to Section 16(a) of the Securities Exchange Act of 1934 or Section 30(h) of the Investment Company Act of 1940

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1. Name and Address of Reporting Person* PICKERING JOHN F					<u>CA</u>							rmbol STEMS		5. Relationship of Reporting Person(s) to Issuer (Check all applicable) Director 10% Owner Officer (give title Other (specify							
(Last) (First) (Middle) 13001 HOLLENBERG DRIVE						3. Date of Earliest Transaction (Month/Day/Year) 01/20/2012															
(Street) BRIDGETON MO 63044					4. If											Filing (Check Applicable Reporting Person e than One Reporting					
(City)	(Sta	te) (2	Zip)													Person	cu by inoi	o triari	TOTIC TROPOL	ung	
		Tab	le I - Nor	n-Deriv	/ative	Se	curitie	s Ac	quire	d, Di	isp	osed of	, or Ben	efici	ally	Owned					
1. Title of Security (Instr. 3)		2. Transaction Date (Month/Day/Yea		ar)	if any	ecution Date,		3. Transaction Code (Instr. 8)		4. Securities Acquired (A) Disposed Of (D) (Instr. 3, 4				Securities Beneficia Owned Fo	Beneficially Dwned Following		: Direct r Indirect str. 4)	7. Nature of Indirect Beneficial Ownership (Instr. 4)			
									Со	de V		Amount	(A) or (D)	Price		Reported Transaction(s) (Instr. 3 and 4)					
Common Stock					0/2012	2			I	7		355	D	\$36	5.67	22,2	52(1)		D		
Common S	Stock			01/2	4/2012	2			A	Λ		1,717	A	\$	0	23,9	69(1)		D		
Common Stock													18,334			I	Held in spousal trust				
		Т	able II -									sed of, onvertib				wned			,		
1. Title of Derivative Security (Instr. 3)	2. Conversion or Exercise Price of Derivative Security	3. Transaction Date (Month/Day/Year)	3A. Deeme Execution if any (Month/Da	ed Date,	4. Transaction Code (Instr. 8)		5. Number		6. Date Exercisable and Expiration Date (Month/Day/Year)			ble and	7. Title and Am of Securities Underlying Derivative Sect (Instr. 3 and 4)		8. Price of Derivative Security		9. Number derivative Securities Beneficia Owned Following Reported Transacti (Instr. 4)	Ownershi Form: Direct (D) or Indirect (I) (Instr. 4		Beneficial Ownership (Instr. 4)	
					Code	v	(A)	(D)	Date Exerc	isable		Expiration Date	Title	Amou or Numb of Share	oer						
Employee Stock Option (right to buy)	\$18.79								01/02/	['] 2013 ⁽²⁾		01/02/2013	Common Stock	1,09	97		1,097	7	D		
Stock Appreciation Rights	\$25.83								01/23/	/2009 ⁽³⁾	C	01/21/2018	Common Stock	9,16	59		9,169)	D		
Stock Appreciation Rights	\$23.43								01/21/	2010 ⁽³⁾		01/19/2019	Common Stock	12,0	98		12,09	8	D		
Stock Appreciation Rights	\$27.42								01/27/	/2011 ⁽³⁾	0	01/25/2020	Common Stock	2,26	52		2,262	2	D		
Stock Appreciation Rights	\$32.95								01/26/	² 2012 ⁽³⁾	0	01/24/2021	Common Stock	6,69	95		6,695	5	D		
Stock Appreciation	\$36.92	01/24/2012			A		6,701		01/25	5/2013	0	01/23/2022	Common Stock	6,70)1	\$0	6,701	1	D		

Explanation of Responses:

- 1. Includes restricted stock bonus shares, subject to vesting and forfeiture.
- 2. Exercisable date may be accelerated based on Company performance.
- 3. Over a three-year vesting period, SARs become exercisable in one-third increments on the anniversary date of the grant.

/s/ John F. Pickering

01/26/2012

** 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.

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