SEC Form 4	
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FORM 4	UNITED STATES SECURITIES AND EXCHANGE COMMISSION	
	Washington, D.C. 20549	OMB APPROV

OMB APPROVAL							
OMB Number:	3235-0287						
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Section obligat	this box if no lo n 16. Form 4 or ions may contir tion 1(b).		STA		d pursuan	t to Section 16 tion 30(h) of the	(a) o	of the Se	ecuritie	es Exchan	ge A	ct of 193		HIP	Estim	Numbe ated av per res	erage burde	3235-0287 1 0.5
	nd Address of ON NATH		r Name and Tio LIATED N]				(Che	ck all applic Directo	able)	, 10% O								
	```	First) MANAGERS G	(Middle) ROUP, INC		3. Date 12/20/2	of Earliest Tran 2007	isact	ion (Mc	onth/D	ay/Year)				below)	ecutive '	V.P. ar	below)	
(Street) PRIDES CROSSI	N	IA	01965		4. If Am	endment, Date	of O	original I	Filed (	Month/Da	y/Yea	ar)	Line	K Form fi	ed by One	e Repo	(Check App rting Person One Repor	ı
(City)	(S	State)	(Zip)															
		Ta	able I - Nor	n-Deriva	ative S	ecurities A	cqu	ired,	Disp	osed o	f, o	r Bene	ficially	Owned				
1. Title of Security (Instr. 3) 2. Trans Date (Month/L)					action 2A. Deemed Execution Date, if any (Month/Day/Year)			3.4. Securities Acquired ( Disposed Of (D) (Instr. 3)Code (Instr. 8)						Form	Direct Indirect str. 4)	7. Nature of Indirect Beneficial Ownership (Instr. 4)		
								Code	v	Amount		(A) or (D)	Price	Transacti (Instr. 3 a	on(s)			(1150.4)
						curities Aco Is, warrant								Dwned				
1. Title of Derivative Security (Instr. 3)	2. Conversion or Exercise Price of	3. Transaction Date (Month/Day/Year)	3A. Deemed Execution Da if any (Month/Day/Y	Cod	nsaction de (Instr.	5. Number of Derivative Securities Acquired (A)	Exp	Date Exo piration onth/Da	Date		of S	itle and A Securities derlying ivative Se		8. Price of Derivative Security (Instr. 5)	9. Numb derivativ Securitie Beneficia	e s	10. Ownership Form: Direct (D)	11. Nature of Indirect Beneficial Ownership

- 1	Derivative Security (Instr. 3)	Conversion or Exercise Price of Derivative Security	Date (Month/Day/Year)	Execution Date, if any (Month/Day/Year)	Transa Code ( 8)		Securities Acquired (A) or Disposed of (D) (Instr.		Derivative Securities Acquired (A) or Disposed of (D) (Instr. 3, 4 and 5)		Acquired (A) or Disposed of (D) (Instr.		Securities Acquired (A) or Disposed of (D) (Instr.		Securities Acquired (A) or Disposed of (D) (Instr.		ies (Month/Day/Year) ed (A) osed nstr.		of Securities Underlying Derivative Security (Instr. 3 and 4)		Underlying Derivative Security		Derivative Security (Instr. 5)	Owned Following Reported	Ownership Form: Direct (D) or Indirect (I) (Instr. 4)	of Indirect Beneficial Ownership (Instr. 4)	
					Code	v	(A)	(D)	Date Exercisable	Expiration Date	Title	Amount or Number of Shares		Transaction(s) (Instr. 4)													
	Employee Stock Option (Right to Buy)	\$116.35	12/20/2007		A		242,628		12/31/2012 ⁽¹⁾	12/20/2014	Common Stock	242,628	\$116.35	242,628	D												

Explanation of Responses:

1. This option is exercisable over five years, with 22.5% exercisable on each of December 31, 2008, December 31, 2009, December 31, 2010 and December 31, 2011 and 10% exercisable on December 31, 2012. The exercisability of this option would be accelerated upon change of control of the Company.

/s/ John Kingston, III, Attorney-	12/24/2007
<u>in-Fact</u>	12/24/2007

** 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.