SKECHERS USA INC Form SC 13G/A February 07, 2013

SCHEDULE 13G

(Rule 13d-102)

Information to be Included in Statements Filed Pursuant to Rule 13d-1(b), (c) and (d) and Amendments Thereto Filed Pursuant to Rule 13d-2.

SECURITIES AND EXCHANGE COMMISSION WASHINGTON, D.C. 20549

Under the Securities Exchange Act of 1934 (Amendment No. 1)*

Skechers U.S.A., Inc.

(Name of Issuer)

Class A Common Stock

(Title of Class of Securities)

830566105

(CUSIP Number)

December 31, 2012

(Date of Event Which Requires Filing of this Statement)

Check the appropriate box to designate the rule pursuant to which this Schedule is filed:

[X] Rule 13d-1(b)
[_] Rule 13d-1(c)
[_] Rule 13d-1(d)

* The remainder of this cover page shall be filled out for a reporting person's initial filing on this form with respect to the subject class of securities, and for any subsequent amendment containing information which would alter the disclosures provided in a prior cover page.

The information required in the remainder of this cover page shall not be deemed to be "filed" for the purpose of Section 18 of the Securities Exchange Act of 1934 ("Act") or otherwise subject to the liabilities of that section of the Act but shall be subject to all other provisions of the Act (however, see the Notes).

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CUS	SIP No. 8305	661	05 13G	
1	NAME OF REP	 DRT	ING PERSON	
	Artisan Pa	rtn	ers Holdings LP	
2	CHECK THE A		OPRIATE BOX IF A MEMBER OF A GROUP ons)	[_]
	Not Applic	abl	e	
3	SEC USE ONL	Y		
4	CITIZENSHIP	OR	PLACE OF ORGANIZATION	
	Delaware			
		5	SOLE VOTING POWER	
	IMBER OF		None	
BEN		6	SHARED VOTING POWER	
	WNED BY EACH		2,021,100	
	PORTING	7	SOLE DISPOSITIVE POWER	
	WITH		None	
		8	SHARED DISPOSITIVE POWER	
			2,136,200	
9	AGGREGATE A	MOU	NT BENEFICIALLY OWNED BY EACH REPORTING PERSON	
	2,136,200			
10	CHECK BOX I (see Instru		HE AGGREGATE AMOUNT IN ROW (9) EXCLUDES CERTAIN SHARES ons)	 [_]
	Not Applic	abl	e	
11	PERCENT OF	CLA	SS REPRESENTED BY AMOUNT IN ROW (9)	
	5.4%			
12	TYPE OF REP (see Instru			
	HC			

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1 NAME OF REPO	PRTING PERSON	
Artisan Inv	restment Corporation	
2 CHECK THE AP (see Instruc		a) [_] b) [_]
Not Applica	ble	
3 SEC USE ONLY	,	
4 CITIZENSHIP	OR PLACE OF ORGANIZATION	
Wisconsin		
	5 SOLE VOTING POWER	
NUMBER OF	None	
SHARES BENEFICIALLY OWNED BY	6 SHARED VOTING POWER	
EACH REPORTING	2,021,100	
	7 SOLE DISPOSITIVE POWER	
VV ± ± 11	None	
	8 SHARED DISPOSITIVE POWER	
	2,136,200	
9 AGGREGATE AM	OUNT BENEFICIALLY OWNED BY EACH REPORTING PERSON	
2,136,200		
10 CHECK BOX IF (see Instruc	THE AGGREGATE AMOUNT IN ROW (9) EXCLUDES CERTAIN SHARES	[_]
Not Applica	ble	
11 PERCENT OF C	LASS REPRESENTED BY AMOUNT IN ROW (9)	
5.4%		
12 TYPE OF REPO (see Instruc	RTING PERSON	
HC		
	D	

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CUSIP No. 830566105

13G

Artisan Pa	rtne	ers Limited Partnership		
				[_] [_]
Not Applic	able	e		
SEC USE ONL	Y			
CITIZENSHIP	OR	PLACE OF ORGANIZATION		
Delaware				
	5	SOLE VOTING POWER		
MBER OF		None		
EFICIALLY	6	SHARED VOTING POWER		
WNED BY EACH		2,021,100		
PORTING PERSON	7	SOLE DISPOSITIVE POWER		
WITH		None		
	8	SHARED DISPOSITIVE POWER		
		2,136,200		
AGGREGATE A	MOUI	NT BENEFICIALLY OWNED BY EACH REPORTING PERSON		
2,136,200				
				[_]
Not Applic	able	e		
PERCENT OF	CLAS	SS REPRESENTED BY AMOUNT IN ROW (9)		
5.4%				
IA				
		Page 4 of 17		_
	CHECK THE A (see Instru Not Applic SEC USE ONL CITIZENSHIP Delaware Delaware MBER OF SHARES EFICIALLY WNED BY EACH PORTING PERSON WITH AGGREGATE A 2,136,200 CHECK BOX I (see Instru Not Applic PERCENT OF 5.4%	CHECK THE APPR (see Instruction Not Applicable SEC USE ONLY CITIZENSHIP OR Delaware Delaware 5 MBER OF SHARES	CHECK THE APPROPRIATE BOX IF A MEMBER OF A GROUP (see Instructions) Not Applicable SEC USE ONLY CITIZENSHIP OR PLACE OF ORGANIZATION Delaware 5 SOLE VOTING POWER MEER OF None SHARES FFICIALLY 6 SHARED VOTING POWER WHEN 6 SHARED VOTING POWER WHEN 2,021,100 PORTING PERSON 7 SOLE DISPOSITIVE POWER WITH None 8 SHARED DISPOSITIVE POWER 2,136,200 AGGREGATE AMOUNT BENEFICIALLY OWNED BY EACH REPORTING PERSON 2,136,200 CHECK BOX IF THE AGGREGATE AMOUNT IN ROW (9) EXCLUDES CERTAIN SHARES (see Instructions) Not Applicable PERCENT OF CLASS REPRESENTED BY AMOUNT IN ROW (9) 5.4% IA	CHECK THE APPROPRIATE BOX IF A MEMBER OF A GROUP (see Instructions) (a) (b) Not Applicable SEC USE ONLY CITIZENSHIP OR PLACE OF ORGANIZATION Delaware 5 SOLE VOTING POWER MBER OF None SHARES FETICIALLY 6 SHARED VOTING POWER WHED BY EACH 2,021,100 PORTING PERSON 7 SOLE DISPOSITIVE POWER WITH None 8 SHARED DISPOSITIVE POWER 2,136,200 AGGREGATE AMOUNT BENEFICIALLY OWNED BY EACH REPORTING PERSON 2,136,200 CHECK BOX IF THE AGGREGATE AMOUNT IN ROW (9) EXCLUDES CERTAIN SHARES (see Instructions) Not Applicable PERCENT OF CLASS REPRESENTED BY AMOUNT IN ROW (9) 5.4% TYPE OF REPORTING PERSON (see Instructions) IA

CUSIP No. 830566105

13G

1 NAME OF REPORTING PERSON

Artisan Investments GP LLC

2	CHECK THE A (see Instru		OPRIATE BOX IF A MEMBER OF A GROUP ons)	(a) (b)	[_] [_]
	Not Applic	abl	e		
3	SEC USE ONL	 Ү			
4	CITIZENSHIP	OR	PLACE OF ORGANIZATION		
	Delaware				
		5	SOLE VOTING POWER		
NU	MBER OF		None		
		6	SHARED VOTING POWER		
	WNED BY EACH		2,021,100		
		7	SOLE DISPOSITIVE POWER		
	WITH		None		
		8	SHARED DISPOSITIVE POWER		
			2,136,200		
9	AGGREGATE A	MOU	NT BENEFICIALLY OWNED BY EACH REPORTING PERSON		
	2,136,200				
10	CHECK BOX I (see Instru		HE AGGREGATE AMOUNT IN ROW (9) EXCLUDES CERTAIN SHARES ons)		[_]
	Not Applic	abl	e		
11	PERCENT OF	CLA	SS REPRESENTED BY AMOUNT IN ROW (9)		
	5.4%				
12	TYPE OF REP (see Instru				
	HC				
			Page 5 of 17		
			rage 5 of 17		
CUS	IP No. 8305				
1	NAME OF REP				
	ZFIC, Inc.				
2	CHECK THE A	 PPR	 OPRIATE BOX IF A MEMBER OF A GROUP		

(see Instru	(see Instructions) (a) [. (b) [.				
Not Applica	able				
3 SEC USE ONL	Y				
4 CITIZENSHIP	OR PLACE OF ORGANIZATION				
Wisconsin					
	5 SOLE VOTING POWER				
NUMBER OF	None				
SHARES BENEFICIALLY	6 SHARED VOTING POWER				
OWNED BY EACH	2,021,100				
REPORTING PERSON	7 SOLE DISPOSITIVE POWER				
WITH	None				
	8 SHARED DISPOSITIVE POWER				
	2,136,200				
9 AGGREGATE A	MOUNT BENEFICIALLY OWNED BY EACH REPORTING PERSON				
2,136,200					
10 CHECK BOX II (see Instruc	F THE AGGREGATE AMOUNT IN ROW (9) EXCLUDES CERTAIN SHARES ctions)		[_]		
Not Applica	able				
11 PERCENT OF (CLASS REPRESENTED BY AMOUNT IN ROW (9)				
5.4%					
12 TYPE OF REPO (see Instrue	ORTING PERSON ctions)				
HC					
	Page 6 of 17				
CUSIP No. 8305	66105 13G				
1 NAME OF REPO	ORTING PERSON				
Andrew A.	Ziegler				
2 CHECK THE A (see Instruc	PPROPRIATE BOX IF A MEMBER OF A GROUP ctions)	(a) (b)			

Not Appli	cable		
3 SEC USE ON	LY		
	P OR PLACE OF ORGANIZATION		
U.S.A.			
	5 SOLE VOTING POWER		
NUMBER OF SHARES	None		
BENEFICIALLY	6 SHARED VOTING POWER		
OWNED BY EACH	2,021,100		
REPORTING PERSON WITH	7 SOLE DISPOSITIVE POWER		
	None		
	8 SHARED DISPOSITIVE POWER		
	2,136,200		
9 AGGREGATE	AMOUNT BENEFICIALLY OWNED BY EACH REPORTING PERSON		
2,136,200			
 10 CHECK BOX	IF THE AGGREGATE AMOUNT IN ROW (9) EXCLUDES CERTAIN SHARES		
(see Instr			[_]
Not Appli	cable		
11 PERCENT OF	CLASS REPRESENTED BY AMOUNT IN ROW (9)		
5.4%			
12 TYPE OF RE (see Instr	PORTING PERSON uctions)		
IN			
	Page 7 of 17		
CUSIP No. 830	566105 13G		
1 NAME OF RE	PORTING PERSON		
Carlene M	. Ziegler		
2 CHECK THE (see Instr	APPROPRIATE BOX IF A MEMBER OF A GROUP uctions)	(a) (b)	
Not Appli	cable		

 3	SEC USE ONL	 Y		
	CITIZENSHIP		PLACE OF ORGANIZATION	
Ţ	U.S.A.	OIX		
		5	SOLE VOTING POWER	
	MBER OF SHARES		None	
BEN		6	SHARED VOTING POWER	
	EACH		2,021,100	
	PORTING PERSON WITH	7	SOLE DISPOSITIVE POWER	
	WIII		None	
		8	SHARED DISPOSITIVE POWER	
			2,136,200	
9	AGGREGATE AI	MOUI	NT BENEFICIALLY OWNED BY EACH REPORTING PERSON	
	2,136,200			
10	CHECK BOX II (see Instrue		HE AGGREGATE AMOUNT IN ROW (9) EXCLUDES CERTAIN SHARES	 [_]
	Not Applica	able	2	
11	PERCENT OF (CLA	SS REPRESENTED BY AMOUNT IN ROW (9)	
	5.4%			
12	TYPE OF REP (see Instrue			
	IN			
			Page 8 of 17	
			rage o or i.	
CUS	IP No. 8305	661	05 13G	
 1	NAME OF REP	DRT	ING PERSON	
	Artisan Pa	rtne	ers Funds, Inc.	
2	CHECK THE AI (see Instru		DPRIATE BOX IF A MEMBER OF A GROUP ons)	[_] [_]
	Not Applica	able	e	
 3	SEC USE ONL	 Y		

4 CITIZENSHI	P OR PLACE OF ORGANIZATION
Wisconsin	
	5 SOLE VOTING POWER
NUMBER OF	None
	6 SHARED VOTING POWER
OWNED BY EACH	1,385,700
REPORTING PERSON	7 SOLE DISPOSITIVE POWER
WITH	None
	8 SHARED DISPOSITIVE POWER
	1,385,700
9 AGGREGATE	AMOUNT BENEFICIALLY OWNED BY EACH REPORTING PERSON
1,385,700	
10 CHECK BOX (see Instr	IF THE AGGREGATE AMOUNT IN ROW (9) EXCLUDES CERTAIN SHARES uctions)
Not Appli	cable
11 PERCENT OF	CLASS REPRESENTED BY AMOUNT IN ROW (9)
3.5%	
12 TYPE OF RE (see Instr	PORTING PERSON uctions)
IC	
	Page 9 of 17
Item 1(a) Na	me of Issuer:
	Skechers U.S.A., Inc.
Item 1(b) Ad	dress of Issuer's Principal Executive Offices:
	228 Manhattan Beach Blvd., Manhattan Beach, CA 90266

Item 2(a) Name of Person Filing:

Artisan Partners Holdings LP ("Artisan Holdings") Artisan Investment Corporation, the general partner of Artisan Holdings ("Artisan Corp.") Artisan Partners Limited Partnership ("Artisan Partners") Artisan Investments GP LLC, the general partner of Artisan Partners ("Artisan Investments")

ZFIC, Inc., the sole stockholder of Artisan Corp. ("ZFIC") Andrew A. Ziegler Carlene M. Ziegler Artisan Partners Funds, Inc. ("Artisan Funds")

Item 2(b) Address of Principal Business Office:

Artisan Holdings, Artisan Corp., Artisan Partners, Artisan Investments, ZFIC, Mr. Ziegler, Ms. Ziegler and Artisan Funds are all located at:

875 East Wisconsin Avenue, Suite 800 Milwaukee, WI 53202

Item 2(c) Citizenship:

Artisan Holdings is a Delaware limited partnership Artisan Corp. is a Wisconsin corporation Artisan Partners is a Delaware limited partnership Artisan Investments is a Delaware limited liability company ZFIC is a Wisconsin corporation Mr. Ziegler and Ms. Ziegler are U.S. citizens Artisan Funds is a Wisconsin corporation

Item 2(d) Title of Class of Securities:

Class A Common Stock

Item 2(e) CUSIP Number:

830566105

Item 3 Type of Person:

(d) Artisan Funds is an Investment Company under section 8 of the Investment Company Act.

(e) Artisan Partners is an investment adviser registered under section 203 of the Investment Advisers Act of 1940; Artisan Holdings is the sole limited partner of Artisan Partners; Artisan Investments is the general partner of Artisan Partners; Artisan Corp is the general partner of Artisan Holdings; ZFIC is the sole stockholder of Artisan Corp.; Mr. Ziegler and Ms. Ziegler are the principal stockholders of ZFIC.

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Item 4 Ownership (at December 31, 2012):

- (a) Amount owned "beneficially" within the meaning of rule 13d-3:2,136,200
- (b) Percent of class:

5.4% (based on 39,215,357 shares outstanding as of November 1, 2012)

(c) Number of shares as to which such person has:

- (i) sole power to vote or to direct the vote:
- (ii) shared power to vote or to direct the vote: 2,021,100
- (iii) sole power to dispose or to direct the disposition of:
- (iv) shared power to dispose or to direct the disposition
 of:

2,136,200

Item 5 Ownership of Five Percent or Less of a Class:

Not Applicable

Item 6 Ownership of More than Five Percent on Behalf of Another Person:

The shares reported herein have been acquired on behalf of discretionary clients of Artisan Partners; as reported herein, Artisan Partners holds 2,136,200 shares, including 1,385,700 shares on behalf of Artisan Funds. Persons other than Artisan Partners are entitled to receive all dividends from, and proceeds from the sale of, those shares.

Item 7 Identification and Classification of the Subsidiary Which Acquired the Security Being Reported on by the Parent Holding Company or Control Person:

Not Applicable

Item 8 Identification and Classification of Members of the Group:

Not Applicable

Item 9 Notice of Dissolution of Group:

Not Applicable

Item 10 Certification:

By signing below I certify that, to the best of my knowledge and belief, the securities referred to above were acquired and are held in the ordinary course of business and were not acquired and are not held for the purpose of or with the effect of changing or influencing the control of the issuer of the securities and were not acquired and are not held in connection with or as a participant in any transaction having that purpose or effect.

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Signature

After reasonable inquiry and to the best of my knowledge and belief, I certify that the information set forth in this statement is true, complete and

correct.

Date: February 7, 2013

ARTISAN PARTNERS HOLDINGS LP By: Gregory K. Ramirez* 		N INVESTMENT CORPORATION, self and as the general partner of
ARTISAN INVESTMENTS GP LLC, for itself and as the general partner of ARTISAN PARTNERS LIMITED PARTNERSHIP By: Gregory K. Ramirez* 		
for itself and as the general partner of ARTISAN PARTNERS LIMITED PARTNERSHIP By: Gregory K. Ramirez* 	Ву:	Gregory K. Ramirez*
ARTISAN PARTNERS LIMITED PARTNERSHIP By: Gregory K. Ramirez* 		
<pre>ZFIC, INC. By: Gregory K. Ramirez*ANDREW A. ZIEGLER Andrew A. Ziegler*CARLENE M. ZIEGLER Carlene M. Ziegler*ARTISAN PARTNERS FUNDS, INC. By: Gregory K. Ramirez*Gregory K. Ramirez *By: /s/ Gregory K. Ramirez Senior Vice President - Chief Accounting Officer & Assistant Treasurer of Artisan Investment Corporation Vice President of Artisan Investments GP LLC Attorney-in-Fact for ZFIC, Inc. Attorney-in-Fact for Carlene M. Ziegler Attorney-in-Fact for Carlene M. Ziegler Chief Financial Officer, Vice President and Treasurer of Artisan Partners</pre>		
<pre>By: Gregory K. Ramirez* </pre>	Ву :	Gregory K. Ramirez*
ANDREW A. ZIEGLER Andrew A. Ziegler* 	ZFIC,	INC.
Andrew A. Ziegler* CARLENE M. ZIEGLER Carlene M. Ziegler* ARTISAN PARTNERS FUNDS, INC. By: Gregory K. Ramirez* *By: /s/ Gregory K. Ramirez Senior Vice President - Chief Accounting Officer & Assistant Treasurer of Artisan Investment Corporation Vice President of Artisan Investments GP LLC Attorney-in-Fact for ZFIC, Inc. Attorney-in-Fact for Carlene M. Ziegler Attorney-in-Fact for Carlene M. Ziegler Chief Financial Officer, Vice President and Treasurer of Artisan Partners	Ву:	Gregory K. Ramirez*
CARLENE M. ZIEGLER Carlene M. Ziegler* ARTISAN PARTNERS FUNDS, INC. By: Gregory K. Ramirez* 	ANDREW	A. ZIEGLER
Carlene M. Ziegler* ARTISAN PARTNERS FUNDS, INC. By: Gregory K. Ramirez* *By: /s/ Gregory K. Ramirez Senior Vice President - Chief Accounting Officer & Assistant Treasurer of Artisan Investment Corporation Vice President of Artisan Investments GP LLC Attorney-in-Fact for ZFIC, Inc. Attorney-in-Fact for Carlene M. Ziegler Attorney-in-Fact for Carlene M. Ziegler Chief Financial Officer, Vice President and Treasurer of Artisan Partners	Andrew	A. Ziegler*
ARTISAN PARTNERS FUNDS, INC. By: Gregory K. Ramirez* *By: /s/ Gregory K. Ramirez Gregory K. Ramirez Senior Vice President - Chief Accounting Officer & Assistant Treasurer of Artisan Investment Corporation Vice President of Artisan Investments GP LLC Attorney-in-Fact for ZFIC, Inc. Attorney-in-Fact for Andrew A. Ziegler Attorney-in-Fact for Carlene M. Ziegler Chief Financial Officer, Vice President and Treasurer of Artisan Partners	CARLEN	E M. ZIEGLER
By: Gregory K. Ramirez* *By: /s/ Gregory K. Ramirez Gregory K. Ramirez Senior Vice President - Chief Accounting Officer & Assistant Treasurer of Artisan Investment Corporation Vice President of Artisan Investments GP LLC Attorney-in-Fact for ZFIC, Inc. Attorney-in-Fact for Andrew A. Ziegler Attorney-in-Fact for Carlene M. Ziegler Chief Financial Officer, Vice President and Treasurer of Artisan Partners	Carlen	e M. Ziegler*
<pre>*By: /s/ Gregory K. Ramirez Gregory K. Ramirez Senior Vice President - Chief Accounting Officer & Assistant Treasurer of Artisan Investment Corporation Vice President of Artisan Investments GP LLC Attorney-in-Fact for ZFIC, Inc. Attorney-in-Fact for Andrew A. Ziegler Attorney-in-Fact for Carlene M. Ziegler Chief Financial Officer, Vice President and Treasurer of Artisan Partners</pre>	ARTISA	N PARTNERS FUNDS, INC.
 Gregory K. Ramirez Senior Vice President - Chief Accounting Officer & Assistant Treasurer of Artisan Investment Corporation Vice President of Artisan Investments GP LLC Attorney-in-Fact for ZFIC, Inc. Attorney-in-Fact for Andrew A. Ziegler Attorney-in-Fact for Carlene M. Ziegler Chief Financial Officer, Vice President and Treasurer of Artisan Partners 	Ву:	Gregory K. Ramirez*
<pre>Senior Vice President - Chief Accounting Officer & Assistant Treasurer of Artisan Investment Corporation Vice President of Artisan Investments GP LLC Attorney-in-Fact for ZFIC, Inc. Attorney-in-Fact for Andrew A. Ziegler Attorney-in-Fact for Carlene M. Ziegler Chief Financial Officer, Vice President and Treasurer of Artisan Partners</pre>	*By:	
		<pre>Senior Vice President - Chief Accounting Officer & Assistant Treasurer of Artisan Investment Corporation Vice President of Artisan Investments GP LLC Attorney-in-Fact for ZFIC, Inc. Attorney-in-Fact for Andrew A. Ziegler Attorney-in-Fact for Carlene M. Ziegler Chief Financial Officer, Vice President and Treasurer of Artisan Partners</pre>

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Exhibit Index

- Exhibit 1 Joint Filing Agreement dated February 7, 2013 by and among Artisan Partners Holdings LP, Artisan Investment Corporation, Artisan Partners Limited Partnership, Artisan Investments GP LLC, ZFIC, Inc., Andrew A. Ziegler, Carlene M. Ziegler and Artisan Partners Funds, Inc.
- Exhibit 2 Power of Attorney of ZFIC, Inc., dated August 31, 2012
- Exhibit 3 Power of Attorney of Andrew A. Ziegler dated August 31, 2012
- Exhibit 4 Power of Attorney of Carlene M. Ziegler dated August 31, 2012

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EXHIBIT 1

JOINT FILING AGREEMENT

The undersigned hereby agree to the joint filing of the Schedule 13G to which this Agreement is attached.

Dated: February 7, 2013

ARTISAN INVESTMENT CORPORATION, for itself and as the general partner of ARTISAN PARTNERS HOLDINGS LP

By: Gregory K. Ramirez*

ARTISAN INVESTMENTS GP LLC, for itself and as the general partner of ARTISAN PARTNERS LIMITED PARTNERSHIP

By: Gregory K. Ramirez*

ZFIC, INC.

By: Gregory K. Ramirez*

ANDREW A. ZIEGLER

Andrew A. Ziegler*

CARLENE M. ZIEGLER

Carlene M. Ziegler*

ARTISAN PARTNERS FUNDS, INC.

By: Gregory K. Ramirez*

*By: /s/ Gregory K. Ramirez

Gregory K. Ramirez Senior Vice President - Chief Accounting Officer & Assistant Treasurer of Artisan Investment Corporation Vice President of Artisan Investments GP LLC Attorney-in-Fact for ZFIC, Inc. Attorney-in-Fact for Andrew A. Ziegler Attorney-in-Fact for Carlene M. Ziegler Chief Financial Officer, Vice President and Treasurer of Artisan Partners Funds, Inc.

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EXHIBIT 2

POWER OF ATTORNEY

The undersigned, ZFIC, Inc., hereby appoints Charles J. Daley, Jr., Sarah A. Johnson, Gregory K. Ramirez and Rebecca Himmelspach, and each of them individually, its true and lawful attorney-in-fact and agent, with full power to execute and file with the United States Securities and Exchange Commission and any stock exchange or similar authority, for and on its behalf in any and all capacities, any and all reports required to be filed pursuant to Section 13 of the Securities Exchange Act of 1934 and the rules thereunder, including but not limited to reports on Schedule 13D or 13G, any and all amendments to such reports, with all exhibits, and any other forms or documents as may be necessary in connection with the filing of such reports with the United States Securities and Exchange Commission and any stock exchange or similar authority, granting unto said attorney full power and authority to do and perform any and all acts for and on behalf of the undersigned might or could do in person.

This Power of Attorney shall remain in full force and effect until revoked by the undersigned in a signed writing delivered to the foregoing attorneys-in-fact and agents.

IN WITNESS WHEREOF the undersigned has caused this Power of Attorney to be executed this 31st day of August, 2012.

ZFIC, INC.

By: /s/ Andrew A. Ziegler

Andrew A. Ziegler Vice President

STATE OF WISCONSIN)) SS. COUNTY OF MILWAUKEE)

I, Lisa Moran, a Notary Public in and for the County of Milwaukee, State of Wisconsin, DO HEREBY CERTIFY that Andrew A. Ziegler, who is personally known to me to be the same person whose name is subscribed to the foregoing instrument, appeared before me this day in person and acknowledged that he signed and

delivered the said instrument as his own free and voluntary act, for the uses and purposes therein set forth.

Given under my hand and notarial seal, this 31st day of August, 2012.

/s/ Lisa Moran ------Notary Public

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EXHIBIT 3

POWER OF ATTORNEY

The undersigned, Andrew A. Ziegler, hereby appoints Charles J. Daley, Jr., Sarah A. Johnson, Gregory K. Ramirez and Rebecca Himmelspach, and each of them individually, his true and lawful attorney-in-fact and agent, with full power to execute and file with the United States Securities and Exchange Commission and any stock exchange or similar authority, for and on his behalf in any and all capacities, any and all reports required to be filed pursuant to Section 13 of the Securities Exchange Act of 1934 and the rules thereunder, including but not limited to reports on Schedule 13D or 13G, any and all amendments to such reports, with all exhibits, and any other forms or documents as may be necessary in connection with the filing of such reports with the United States Securities and Exchange Commission and any stock exchange or similar authority, granting unto said attorney full power and authority to do and perform any and all acts for and on behalf of the undersigned might or could do in person.

This Power of Attorney shall remain in full force and effect until revoked by the undersigned in a signed writing delivered to the foregoing attorneys-in-fact and agents.

IN WITNESS WHEREOF the undersigned has caused this Power of Attorney to be executed this 31st day of August, 2012.

/s/ Andrew A. Ziegler ------Andrew A. Ziegler

STATE OF WISCONSIN)) SS. COUNTY OF MILWAUKEE)

I, Lisa Moran, a Notary Public in and for the County of Milwaukee, State of Wisconsin, DO HEREBY CERTIFY that Andrew A. Ziegler, who is personally known to me to be the same person whose name is subscribed to the foregoing instrument, appeared before me this day in person and acknowledged that he signed and delivered the said instrument as his own free and voluntary act, for the uses and purposes therein set forth.

Given under my hand and notarial seal, this 31st day of August, 2012.

/s/ Lisa Moran ------Notary Public

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EXHIBIT 4

POWER OF ATTORNEY

The undersigned, Carlene M. Ziegler, hereby appoints Charles J. Daley, Jr., Sarah A. Johnson, Gregory K. Ramirez and Rebecca Himmelspach, and each of them individually, her true and lawful attorney-in-fact and agent, with full power to execute and file with the United States Securities and Exchange Commission and any stock exchange or similar authority, for and on her behalf in any and all capacities, any and all reports required to be filed pursuant to Section 13 of the Securities Exchange Act of 1934 and the rules thereunder, including but not limited to reports on Schedule 13D or 13G, any and all amendments to such reports, with all exhibits, and any other forms or documents as may be necessary in connection with the filing of such reports with the United States Securities and Exchange Commission and any stock exchange or similar authority, granting unto said attorney full power and authority to do and perform any and all acts for and on behalf of the undersigned which may be necessary or desirable to complete, as fully as the undersigned might or could do in person.

This Power of Attorney shall remain in full force and effect until revoked by the undersigned in a signed writing delivered to the foregoing attorneys-in-fact and agents.

IN WITNESS WHEREOF the undersigned has caused this Power of Attorney to be executed this 31st day of August, 2012.

/s/ Carlene M. Ziegler -----Carlene M. Ziegler

STATE OF WISCONSIN)) SS. COUNTY OF MILWAUKEE)

I, Lisa Moran, a Notary Public in and for the County of Milwaukee, State of Wisconsin, DO HEREBY CERTIFY that Carlene M. Ziegler, who is personally known to me to be the same person whose name is subscribed to the foregoing instrument, appeared before me this day in person and acknowledged that she signed and delivered the said instrument as her own free and voluntary act, for the uses and purposes therein set forth.

Given under my hand and notarial seal, this 31st day of August, 2012.

/s/ Lisa Moran ------Notary Public

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