Edgar Filing: TENPAS MICHAEL - Form 4

TENPAS MIC	HAEL										
Form 4											
September 11,	2009										
FORM	4		GEGU	DIFIE					PPROVAL		
Washington, D.C. 20549								N OMB Number:	3235-0287		
Check this b if no longer									January 31, 2005		
STATEMENT OF CHANGES IN BENEFICIAL OWNERSHIP Section 16. Form 4 or							WNERSHIP OF	Estimated burden hou response	average urs per		
Form 5 obligations may continu <i>See</i> Instructi 1(b).	Bection 17	(a) of the l	Public U	Jtility Hol	lding Co		nge Act of 1934, of 1935 or Secti 1940				
(Print or Type Res	sponses)										
1. Name and Add TENPAS MIC	2. Issuer Name and Ticker or Trading Symbol			5. Relationship of Reporting Person(s) to Issuer							
AR				ETWORI .RIS]	K SERVI	CES INC	(Check all applicable)				
(Last) (First) (Middle) 3. Date of Earliest Transaction					Director		% Owner				
(Month/Day/Y) 10850 W. PARK PLACE, SUITE 09/10/2009 1200 09/10/2009							XOfficer (give titleOther (specify below) below) VP-Sales and Marketing				
(Street) 4. If Amendment, Date Original Filed(Month/Day/Year) MILWAUKEE, WI 53224					al	 6. Individual or Joint/Group Filing(Check Applicable Line) _X_ Form filed by One Reporting Person Form filed by More than One Reporting 					
							Person				
(City)	(State)	(Zip)	Tab	ole I - Non-	Derivative	Securities A	Acquired, Disposed	of, or Beneficia	lly Owned		
	Transaction Date Ionth/Day/Year)	Execution any	Date, if	Code (Instr. 8)	4. Securit onAcquired Disposed (Instr. 3, Amount	(A) or of (D)	5. Amount of Securities Beneficially Owned Following Reported Transaction(s) (Instr. 3 and 4)	6. Ownership Form: Direct (D) or Indirect (I) (Instr. 4)	7. Nature of Indirect Beneficial Ownership (Instr. 4)		
Reminder: Report	on a separate lin	e for each cl	ass of sec	urities bene	ficially ow	ned directly	or indirectly				
Kennider, Keport	on a separate mi			andes bene	Perso inforr requi	ons who re nation con red to resp ays a curre	spond to the colle tained in this forn ond unless the fo ntly valid OMB co	n are not rm	SEC 1474 (9-02)		
	Tab					sposed of, or convertible	Beneficially Owned securities)	d			

1. Title of	2.	3. Transaction Date	3A. Deemed	4.	5. Number of	6. Date Exercisable and	7. Title and Amount of	f 8
Derivative	Conversion	(Month/Day/Year)	Execution Date, if	Transacti	orDerivative	Expiration Date	Underlying Securities	D

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Security (Instr. 3)	or Exercise Price of Derivative Security		any (Month/Day/Year)	Code (Instr. 8)	Securities Acquired (A) or Disposed of (D) (Instr. 3, 4, and 5)	(Month/Day,	'Year)	(Instr. 3 and	4) 5
				Code V	(A) (D)	Date Exercisable	Expiration Date	Title	Amount or Number of Shares
Stock Option	\$ 0.85	09/10/2009		А	20,000	<u>(1)</u>	09/10/2019	Common Stock	20,000

Reporting Owners

Reporting Owner Name / Address	Relationships						
	Director	10% Owner	Officer	Other			
TENPAS MICHAEL 10850 W. PARK PLACE SUITE 1200 MILWAUKEE, WI 53224			VP-Sales and	d Marketing			
Signatures							
Mary Pierson (pursuant to Power of Attorney previously filed) 09/11/2009							
<u>**</u> Signature of Repo	rting 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) 25% of the options become exercisable on 7/31/2010; 25% on 7/31/2011, 25% on 7/31/2012 and 25% on 7/31/2013.

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.

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