## FORM 4

## UNITED STATES SECURITIES AND EXCHANGE COMMISSION

Washington, D.C. 20549

STATEMENT OF CHANGES IN BENEFICIAL OWNERSHIP

| OMB APPROVAL                            |
|---|
| UIVIB APPRUVAL                          |
| O I I I I I I I I I I I I I I I I I I I |
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OMB Number: 3235-0287 Estimated average burden hours per response: 0.5

## Check this box if no longer subject to Section 16. Form 4 or Form 5 obligations may continue. See Instruction 1(b).

Filed pursuant to Section 16(a) of the Securities Exchange Act of 1934

|   |   |  |  |                                   | OI                      | Secu  | 011 30(11   | ) 01 111 | e mvesimeni         | Company F  | ICI 01 1940       |   |   |   |   |   |
|---|---|--|--|-----------------------------------|-------------------------|---|---|----------|---------------------|--|-------------------|---|---|---|---|---|
| 1. Name and Address of Reporting Person*  WELCH M SCOTT |   |  |  |                                   |                         |   |   |          | icker or Tradir     |  |                   | Relationship of Reporting Person(s) to Issuer (Check all applicable)     X Director 10% Owner |   |   |   |   |
| (Last) (First) (Middle) 6 LONGWOOD CT.                  |   |  |  |                                   |                         | 3. Date of Earliest Transaction (Month/Day/Year) 12/09/2003 |   |          |                     |  |                   |   | Officer (give title Other (specify below) below)                                  |   |   |   |
|   |   |  |  |                                   |                         | 4. If Amendment, Date of Original Filed (Month/Day/Year)    |   |          |                     |  |                   |   | 6. Individual or Joint/Group Filing (Check Applicable Line)                       |   |   |   |
| (Street) ELKHART IN 46516                               |   |  |  |                                   |                         |   |   |          |                     |  |                   |   | X Form filed by One Reporting Person Form filed by More than One Reporting Person |   |   |   |
| (City) (State) (Zip)                                    |   |  |  |                                   |                         |   |   |          |                     |  |                   |   | Person  | I   |   |   |
|   |   |  |  |                                   |                         | _   |   |          |                     |  |                   |   | ally Owned  |   |   |   |
| 1. Title of Security (Instr. 3)                         |   |  |  | 2. Transact<br>Date<br>(Month/Day |                         | ar) i   | 2A. Deemed<br>Execution Date<br>if any<br>(Month/Day/Ye |          | Code (In            | Transaction Dispose Code (Instr. 5)  |                   | rities Acquired (A) or<br>ed Of (D) (Instr. 3, 4 and  |   | es<br>ally<br>Following (   | 6. Ownership<br>Form: Direct<br>(D) or Indirect<br>(I) (Instr. 4) | 7. Nature<br>of Indirect<br>Beneficial<br>Ownership |
|   |   |  |  |                                   |                         |   |   |          | Code                | ode V Amou   | nt (A)            | or Price  | Reported<br>Transact<br>(Instr. 3 a   | tion(s)   |   | (Instr. 4)  |
|   |   | ר  |  |                                   |                         |   |   |          | quired, Dis         |  |                   |   |   |   |   |   |
| 1. Title of<br>Derivative<br>Security<br>(Instr. 3)     | 2.<br>Conversion<br>or Exercise<br>Price of<br>Derivative<br>Security | 3. Transaction<br>Date<br>(Month/Day/Year) | 3A. Deemed<br>Execution D<br>if any<br>(Month/Day/ | Pate, T                           | I.<br>Transa<br>Code (I | ction   | 5. Number   |          | 6. Date Exerc       | Date Exercisable and xpiration Date Individual Nate Individual |                   | 7. Title and Amount of Securities Underlying Derivative Security (Instr. 3 and 4)             |   | 9. Number of<br>derivative<br>Securities<br>Beneficially<br>Owned<br>Following<br>Reported<br>Transaction<br>(Instr. 4) | Owners Form: Direct ( or Indir (I) (Insti                         | Beneficial<br>Ownership<br>ct (Instr. 4)            |
|   |   |  |  |                                   | Code                    | v   | (A)   | (D)      | Date<br>Exercisable | Expiration<br>Date   | Title             | Amount<br>or<br>Number<br>of<br>Shares  |   |   |   |   |
| Stock<br>Options<br>(Right to<br>buy)                   | \$13.5  |  |  |                                   |                         |   |   |          | 06/13/2005          | 06/13/2010   | Common<br>Stock   | 500   |   | 500   | D   |   |
| Stock<br>Options<br>(Right to<br>buy)                   | \$13.625  |  |  |                                   |                         |   |   |          | 01/09/2006          | 01/09/201  | Common<br>Stock   | 1,000   |   | 1,000   | D   |   |
| Stock<br>Options<br>(Right to<br>buy)                   | \$15.125  |  |  |                                   |                         |   |   |          | 02/08/2005          | 02/08/2010   | Common<br>Stock   | 600   |   | 600   | D   |   |
| Stock<br>Options<br>(Right to<br>buy)                   | \$19.4375   |  |  |                                   |                         |   |   |          | 02/09/2004          | 02/09/2009   | Common<br>Stock   | 575   |   | 575   | D   |   |
| Stock<br>Options<br>(Right to<br>buy)                   | \$34.37   | 12/09/2003                                 |  |                                   | Α                       | v   | 500   |          | 12/09/2008          | 12/09/2013   | Common<br>Stock   | 500   | \$0   | 500   | D   |   |
| Phantom<br>Stock  | \$0   |  |  |                                   |                         |   |   |          | 01/01/2003          | 01/01/2003   | Common<br>Stock   | 2,084.  | 9   | 2,084.9   | D   |   |
| Phantom<br>Stock  | \$0   |  |  |                                   |                         |   |   |          | 01/07/2003          | 01/07/2013   | Common<br>Stock   | 297.3   |   | 297.3   | D   |   |
| Phantom<br>Stock  | \$0   |  |  |                                   |                         |   |   |          | 01/28/2003          | 01/28/2013   | 3 Common<br>Stock | 17.3  |   | 17.3  | D   |   |
| Phantom<br>Stock  | \$0   |  |  |                                   |                         |   |   |          | 04/28/2003          | 04/28/2013   | 3 Common<br>Stock | 16.5  |   | 16.5  | D   |   |
| Phantom<br>Stock  | \$0   |  |  |                                   |                         |   |   |          | 07/10/2003          | 07/10/2013   | 3 Common<br>Stock | 238   |   | 238   | D   |   |
| Phantom<br>Stock  | \$0   |  |  |                                   |                         |   |   |          | 07/30/2003          | 07/30/2013   | 3 Common<br>Stock | 14  |   | 14  | D   |   |
| Phantom<br>Stock  | \$0   |  |  |                                   |                         |   |   |          | 10/27/2003          | 10/27/2013   | Common            | 15  |   | 15  | D   |   |

**Explanation of Responses:** 

Teresa A. Bartman, Attorneyin-Fact

12/10/2003

Reminder: Report on a separate line for each class of securities beneficially owned directly or indirectly.

- $^{\star}$  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.