## FORM 4

## UNITED STATES SECURITIES AND EXCHANGE COMMISSION

Washington,	$D \subset$	205/10
vvasiiiiiqtoii,	D.C.	20549

STATEMENT OF CHANGES IN BENEFICIAL OWNERSHIP

OMB APPROVAL

OMB Number:	3235-0287					
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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).

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

					or	Section	on 30(h	) of th	e Investment	Company Ad	of 1940					
	nd Address of ER CHA	Reporting Person*							icker or Tradir		P [ LKF		Relationship of theck all applications	able)	Person(s) to Is	
(Last)	•	-	(Middle)		3. Date of Earlies 12/09/2003			of Earliest Transaction (Month/Day/Year) 2003						(give title		(specify
1600 S. I	MEADOW	DR.				Δmei	ndmen	t Date	e of Original Fi	iled (Month/I	)av/Year)	16	Individual or J	oint/Group =	iling (Check A	nnlicable
(Street) WARSA	W IN	1 .	46580		"	AIIIC	numen	i, Dait	, oi Originai Fi	iiou (ivioritii/t	Juyi Icai j		ne) $egin{array}{ccc} X &  ext{Form fi} \end{array}$	led by One F	Reporting Pers	on
(City)	City) (State) (Zip)											Person				
1 Tido - C	Population (III)		1			_			<del>-</del> 1	_			ally Owned		Ownership	7 Notice-
Di		Date			2A. Deemed Execution Date if any (Month/Day/Yea		te, Transaction Dispose Code (Instr. 5)		urities Acquired (A) or sed Of (D) (Instr. 3, 4 and		5. Amount of Securities Beneficially Owned Following Reported		i. Ownership Form: Direct D) or Indirect I) (Instr. 4)	7. Nature of Indirect Beneficial Ownership		
									Code	/ Amoun	t (A) (C)	Price	Transact	ion(s)		(Instr. 4)
			Table II - D													
1. Title of Derivative Security (Instr. 3)  2. Conversion or Exercise Price of Derivative Security  3. Transaction Date (Month/Day/Year)		3A. Deemed Execution Da if any (Month/Day/Y	ed 4. Transaction Code (Ins		ction	5. Number of		Expiration Date (Month/Day/Year) U		7. Title and of Securit Underlyin Derivative (Instr. 3 ar	d Amount ies g Security		9. Number of derivative Securities Beneficially Owned Following Reported Transaction(s) (Instr. 4)	Ownershi Form: Direct (D) or Indirec (I) (Instr. 4	Beneficial Ownership t (Instr. 4)	
				c	ode	v	(A)	(D)	Date Exercisable	Expiration Date	Title	Amount or Number of Shares				
Stock Options (Right to ouy)	\$13.5								06/13/2005	06/13/2010	Common Stock	500		500	D	
Stock Options (Right to ouy)	\$13.625								01/09/2006	01/09/2011	Common Stock	1,000		1,000	D	
Stock Options (Right to ouy)	\$15.125								02/08/2005	02/08/2010	Common Stock	600		600	D	
Stock Options (Right to ouy)	\$19.4375								02/09/2004	02/09/2009	Common Stock	575		575	D	
Stock Options (Right to ouy)	\$34.37	12/09/2003			A	V	500		12/09/2008	12/09/2013	Common Stock	500	\$0	500	D	
Phantom Stock	\$0								01/01/2003	01/01/2003	Common Stock	3,038.1	1	3,038.1	D	
Phantom Stock	\$0								01/07/2003	01/07/2013	Common Stock	297.4		297.4	D	
Phantom Stock	\$0								01/28/2003	01/28/2013	Common Stock	24.1		24.1	D	
Phantom Stock	\$0								04/28/2003	04/28/2013	Common Stock	23.4		23.4	D	
Phantom Stock	\$0								07/10/2003	07/10/2013	Common Stock	238		238	D	
Phantom Stock	\$0								07/30/2003	07/30/2013	Common Stock	20		20	D	
Phantom Stock	\$0								10/27/2003	10/27/2013	Common Stock	20		20	D	

Explanation of Responses:

Teresa A. Bartman, Attorneyin-Fact

12/10/2003

\*\* Signature of Reporting Person

Date

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.