FORM 4

## UNITED STATES SECURITIES AND EXCHANGE COMMISSION

Washington, D.C. 20549

Sectio obligat	this box if no k n 16. Form 4 o tions may conti tion 1(b).		ed pui	AT OF CHANGES IN BENEFICIAL OWNERSHIP d pursuant to Section 16(a) of the Securities Exchange Act of 1934 or Section 30(h) of the Investment Company Act of 1940											Expir	nated av s per		3235-0287 cember 31, 2014 1 0.5		
1. Name and Address of Reporting Person* <u>PHALEN MIRIAM GRINBERG</u>																Relationship of Reporting Person(s) to Issuer heck all applicable) Director X 10% Owner				
(Last) (First) (Middle)														Officer below)	Officer (give title Other (specify below) below)					
(Street) (City) (State) (Zip)					4.	4. If Amendment, Date of Original Filed (Month/Day/Year) 6. Inc Line) X										,				
Table I - Non-Derivative Securities Acquired, Disposed of, or Beneficially Owned																				
Date					Day/Year)   Ex		Executi if any	2A. Deemed Execution Date, if any (Month/Day/Yea		te, Transaction Code (Instr.		4. Securities Acquired (A) Disposed Of (D) (Instr. 3, 4 5)			4 and Securities Beneficially Owned Fol		Form	: Direct Indirect str. 4)	7. Nature of Indirect Beneficial Ownership	
										Code	v	Amount	(A) (D)	or	Price	Reported Transacti (Instr. 3 a	on(s)			(Instr. 4)
Table II - Derivative Securities Acquired, Disposed of, or Beneficially Owned (e.g., puts, calls, warrants, options, convertible securities)																				
1. Title of Derivative Security (Instr. 3)	2. Conversion or Exercise Price of Derivative Security	3. Transaction Date (Month/Day/Year)	if any	ecution Date, Tra			5. Number of Derivative Securities Acquired (A) or Disposed of (D) (Instr. 3, 4 and 5)			6. Date Exercisable and Expiration Date (Month/Day/Year)				3 and	ecurity 4) Amount	8. Price of Derivative Security (Instr. 5)	9. Number of derivative Securities Beneficially Owned Following Reported Transaction(s) (Instr. 4)		10. Ownership Form: Direct (D) or Indirect (I) (Instr. 4)	Beneficial Ownership (Instr. 4)

Explanation of Responses:

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Phantom

Stock Unit

1. Phantom stock units acquired under issuer's Deferred Compensation Plan for \$21.75 per share. Distributable in equal annual installments for 10 years following date of termination of employment of reporting person's spouse's with issuer.

Date Exercisable

08/08/1988<sup>(1)</sup>

(D)

(A)

87.81

Expiration Date

08/08/1988<sup>(1)</sup>

## Miriam G. Phalen

Title

Common

Stock

\*\* Signature of Reporting Person

or Numbei

of Shares

87.81

\$21.75

1,371.83

07/01/2003

Date

I

By Spouse

OMB APPROVAL

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).

06/30/2003

\*\* Intentional misstatements or omissions of facts constitute Federal Criminal Violations See 18 U.S.C. 1001 and 15 U.S.C. 78ff(a).

Code v

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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.