## FORM 4

## UNITED STATES SECURITIES AND EXCHANGE COMMISSION

Washington, D	D.C.	20549
---------------	------	-------

STATEMENT OF CHANGES IN BENEFICIAL OWNERSHIP

OMB APPRO	OVAL
OMB Number:	3235-0287
Estimated average burd	en
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 or Section 30(h) of the Investment Company Act of 1940

1. Name and Address of Reporting Person*  ZELLER THOMAS J																k all appl	onship of Reporting Person(s) to Issue all applicable)  Director 10% Owne				
(Last)	(F		(Middle)			Oate o		st Trar	ารลด	action (Month/Day/Year)							Office below	give title			specify
(Street)			57701140	00	4. 11	4. If Amendment, Date of Original Filed (Month/Day/Year)									Indivine)	Form Form	dual or Joint/Group Filing (Check Applicable  Form filed by One Reporting Person  Form filed by More than One Reporting  Person				
(City)	(5	•	(Zip)	n Doriv	otivo		ouriti			uirad	Die	nocod .	of 6	r Poi	aofici.	ally.	Owno				
1. Title of Security (Instr. 3) 2. Tr			2. Transa Date (Month/E	action	2 Ear) if	2A. Deemed Execution Date, if any (Month/Day/Year)		3. Transaction Code (Instr.		ction	4. Securities Acquired (A) Disposed Of (D) (Instr. 3,			d (A) or	4 and Securi Benefi		int of es ially Following	6. Ownership Form: Direct (D) or Indirect (I) (Instr. 4)		7. Nature of Indirect Beneficial Ownership	
										Code	v	Amount		(A) or (D)	Price		Transac	Reported Transaction(s) (Instr. 3 and 4)			(Instr. 4)
Common Stock				01/02	2/2004					I		33.8	3	A	\$29.59		2,6	2,683.44		D	
Common Stock 01					2/2004	004			I		2.78		A	\$29.59		2,686.22			D		
Common Stock																		50		I	By Son
		T	able II -	Derivat (e.g., p													wned				
1. Title of Derivative Security (Instr. 3)	2. Conversion or Exercise Price of Derivative Security	3. Transaction Date (Month/Day/Year)	3A. Deeme Execution if any (Month/Da	Date,	4. Transactio Code (Instr 8)		5. Number of		6. Date Exercisa Expiration Date (Month/Day/Yea			ble and 7. Title a Amount Securitie Underlyi Derivativ		ount of urities lerlying ivative S	unt of irities		Price of erivative ecurity astr. 5)	9. Number derivative Securities Beneficiall Owned Following Reported Transactio (Instr. 4)	ly O	10. Ownership Form: Direct (D) or Indirect (I) (Instr. 4)	11. Nature of Indirect Beneficial Ownership (Instr. 4)
					Code	v	(A)	(D)	Da Ex	ate cercisabl		xpiration ate	Title		Amoun or Numbe of Shares	er					
Phantom Stock Unit	\$0.00 <sup>(1)</sup>	12/31/2003			Α		41.9			(2)		(3)		nmon	0.00	-	\$29.83	2,210.8	7	I	By Trust

## **Explanation of Responses:**

- 1. 1 for 1 Conversion Ratio
- 2. Derivative Security is exercisable upon retirement under terms of the agreement
- 3. Derivative Security expires upon retirement under terms of the agreement

## Remarks:

By: Roxann R. Basham, by power of attorney

01/05/2004

\*\* Signature of Reporting Person

Date

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).
- \*\* 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.