## FORM 4

## **UNITED STATES SECURITIES AND EXCHANGE COMMISSION**

Washingto

AND EXCHANGE COMMISSION	O 4 D 4 D D D O 1 /4
n, D.C. 20549	OMB APPROVA

٩L OMB Number: 3235-0287

response

December 31 Expires: 2014 Estimated average burden hours per

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## STATEMENT OF CHANGES IN BENEFICIAL OWNERSHIP

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

Name and Address of Reporting Person* MONDA KEITH					2. Issuer Name <b>and</b> Ticker or Trading Symbol								5. Relationship of Reporting Person(s) to Issuer (Check all applicable)					
MONL	A KEIII	1						•				X	Director			10% Ow	ner	
(Last) (First) (Middle)					3. Date of Earliest Transaction (Month/Day/Year) 06/30/2003						X	Officer (below)			Other (sp below)	pecify		
												Director, President and COO						
(Street)				4	4. If Amendment, Date of Original Filed (Month/Day/Year)						6. Inc	6. Individual or Joint/Group Filing (Check Applicable Line)						
(City) (State) (Zip)											X	X Form filed by One Reporting Person						
(Oily)	(0	oute)	(2.6)									Form filed by More than One Reporting Person						
		Ta	able I - Non-	Derivat	ive S	ecuriti	es Acc	uired, D	isp	osed of,	or Bene	eficially	Owned					
Date				. Transact ate Month/Day	Execution Date,		3. Transaction Code (Instr. 3, 4 8)		(A) or 3, 4 and 5)	and 5) Securities Beneficial Owned Fo		Form:	n: Direct r Indirect nstr. 4)	7. Nature of Indirect Beneficial Ownership				
							Code V	,	Amount	(A) or (D)	Price	Reported Transaction(s) (Instr. 3 and 4)				(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)	3A. Deemed Execution Date, if any (Month/Day/Yea	Code		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)		7. Title and Amount of Securities Underlying Derivative Security (Instr. 3 and 4)		8. Price of Derivative Security (Instr. 5)	9. Number derivative Securities Beneficia Owned Following Reported Transacti	e s ally	10. Ownership Form: Direct (D) or Indirect (I) (Instr. 4)	Beneficial Ownership (Instr. 4)		
				Code	v	(A)	(D)	Date Exercisable	e	Expiration Date	Title	Amount or Number of Shares		(Instr. 4)	ion(s)			
Restricted Stock Unit	0.00 <sup>(1)</sup>	06/30/2003		M			10,568	06/30/200	3	06/30/2003	Common Stock	10,568	\$0	20,00	00	D		
Stock	0.00	06/30/2003		A		10,568		08/08/1988	(3)	08/08/1988	Common	10,568	\$0	136,305	5.43	D		

## **Explanation of Responses:**

- 1. The restricted stock unit converts into common stock on a one-for-one basis.
- 2. Pursuant to the Executive Deferred Compensation Plan of Issuer. Issuer has agreed to represent the amount of reporting person's account balance with deferred stock units which represent the right to receive common stock of the Issuer on a one for one basis on the distribution date elected by the reporting person.
- 3. Distribution date elected by reporting person is August 1, 2004.

Keith Monda 07/01/2003 Daniel J. Ross, Assistant Secr 07/01/2003

\*\* Signature of Reporting Person

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.