FORM 4

UNITED STATES SECURITIES AND EXCHANGE COMMISSION

Washington, D.C. 20549

STATEMENT	OF CHANGES	IN BENEFICIAL	OWNERSHIP

OMB Number:	3235-0287				
Expires:	December 31, 2014				
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OMB APPROVAL

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* HARAD GEORGE J											lationship of I ck all applicat Director		Persor	n(s) to Issuer			
(Last)	(F	First)	(Middle)		3. Date of Earliest Transaction (Month/Day/Year) 06/13/2003							below)			Other (sp below) ; CEO	ecify	
(Street)					4. If Amendment, Date of Original Filed (Month/Day/Year)					- 1	6. Individual or Joint/Group Filing (Check Applicable Lii X Form filed by One Reporting Person				able Line)		
(City)	(5	State)	(Zip)										Form file	d by More	than C	One Reportin	g Person
			Table I - Non-	Deriva	ative \$	Securiti	es A	cquired,	Dis	osed of	, or Ben	eficially	Owned				
Date				Saction 2A. Deemed Execution Date, if any (Month/Day/Year)		Code (Transaction Disposed Of (D) (Instr. 3, 4 a		i (A) or : 3, 4 and 5)	and 5) Securities Beneficially Following		Form:	Direct II Indirect E tr. 4) C	7. Nature of Indirect Beneficial Ownership			
							Code	v	Amount	(A) or (D)	Price	Reported Transaction (Instr. 3 and				nstr. 4)	
			Table II - De							osed of, o			wned				
1. Title of Derivative Security (Instr. 3)	2. Conversion or Exercise Price of Derivative Security	onversion Date Execution Execution		r, Transaction Code (Instr. 3		Derivative Ex		6. Date Exercisable and Expiration Date (Month/Day/Year)		7. Title and Amoun Securities Underly Derivative Security (Instr. 3 and 4)			9. Number of derivative Securities Beneficially Owned Following Reported Transaction(s	re es ally ig d	10. Ownership Form: Direct (D) or Indirect (I) (Instr. 4)	11. Nature of Indirect Beneficial Ownership (Instr. 4)	
				Code	v	(A)		Date Exercisable		xpiration ate	Title	Amount or Number of Shares		(Instr. 4)			
Phantom Stock Units	0 ⁽¹⁾	06/13/2003		A		259.9893		08/08/1988 ⁽	2) 08	3/08/1988 ⁽³⁾	Common Stock	259.9893	\$24.24	35,358.	.0537	D	

Explanation of Responses:

- 1. Each phantom stock unit is equal in value to one share of the company's common stock.
- 2. Vested in participant stock units (and related dividend equivalent stock units) at all times. Company matching stock units (and related dividend equivalent stock units) vest as follows: (a) 100% upon participant's death, disability, or early or normal retirement; (b) 100% upon a change in control of the company; (c) 100% upon involuntary termination for reasons other than disciplinary reasons or termination as a result of the sale or permanent closure of a company facility, operating unit, or division; and (d) 20% on each anniversary of the date account was first credited with stock units under the plan. 20% is cumulative -- after 5 years, participant is completely vested in all stock units in his or her account, including any stock units allocated to the account in the future.
- 3. Shares of phantom stock are payable in shares of common stock in accordance with the participant's Deferred Compensation Distribution Election Agreement, except in the case of a change in control, in which case payment may be made in either cash or stock.

George J. Harad

06/13/2003

** 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.