FORM 4

Check this box if no longer subject to Section 16. Form 4 or Form 5 obligations may continue. See Instruction 1(b).

UNITED STATES SECURITIES AND EXCHANGE COMMISSION

Washington, D.C. 20549

Filed pursuant to Section 16(a) of the Securities Exchange Act of 1934 or Section 30(h) of the Investment Company Act of 1940

OMB APPI	ROVAL
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		Reporting Person [*]	R		r Name and T			ling Sy	/mbol				lationship o k all applica Director	able)	g Pers	on(s) to Iss 10% Ov	
(Last)	(F	irst)	(Middle)	3. Date 06/20/2	of Earliest Tra 2003	ansac	tion (Mo	onth/D	ay/Year)					(give title		Other (sbelow)	·
(Street)				4. If Am	endment, Dat	e of C	Driginal	Filed ((Month/Day	r/Year)		6. Ind Line) X	ividual or Jo			(Check App rting Perso	
(City)	(S	tate)	(Zip)										Form fil Person	ed by Moi	re than	One Repo	rting
		Tal	ble I - Non-D	erivative S	ecurities A	Acqı	uired,	Disp	osed of	, or B	enefi	icially	Owned				
1. Title of S	Security (Insi	tr. 3)	Da	Transaction te onth/Day/Year)	2A. Deemed Execution Da if any (Month/Day/Y	,	3. Transa Code (8)		4. Securiti Disposed 5)				5. Amoun Securities Beneficia Owned Fo	s Ily pllowing	Form	Direct Indirect str. 4)	7. Nature of Indirect Beneficial Ownership
							Code	v	Amount	(A) (D)	or P	Price	Reported Transacti (Instr. 3 a	on(s)			(Instr. 4)
			Table II - De (e.e	rivative Sec g., puts, cal									Owned				
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	4. Transaction Code (Instr. 8)	5. Number of Derivative Securities Acquired (A) or	Expi	ate Exer iration D nth/Day/	Date	e and	7. Title Amour Securit Underl Derivat (Instr. 3	it of ties ying tive Se	curity	8. Price of Derivative Security (Instr. 5)	9. Numbe derivative Securitie Beneficia Owned Following	e s ally	10. Ownership Form: Direct (D) or Indirect (I) (Instr. 4)	Beneficial Ownership (Instr. 4)

Phantom Stock Units	0 ⁽¹⁾	06/20/2003	06/20/2003	A	4.2	08/08/1988 ⁽²⁾	08/08/1988 ⁽²⁾	Common Stock	4.2	\$0 ⁽¹⁾	998.06
Explanatio	n of Respons	ses:									

(A) (D)

Acquired (A) or Disposed

Date

Exercisable

Expiration Date

of (D) (Instr. 3, 4 and 5)

1. Conversion or Exercise Price of Derivative Security is 1 to 1.

2. Phantom Stock Units accrued under the Director Deferred Compensation Plan are to be settled in the Company's common stock upon the reporting person's separation from service.

Mary F. Eure (POA)

Title

** Signature of Reporting Person

Amount or Number

Shares

of

Date

06/23/2003

(Instr. 4)

Reported Transaction(s)

D

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).

Code v

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.